

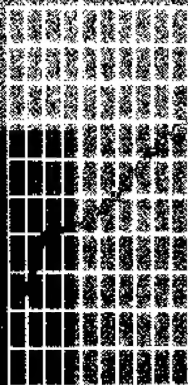


December 1996

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Award Rates of Pay Indexes

Australia



NOTES

FORTHCOMING ISSUES

ISSUE

RELEASE DATE

January 1997

10 March 1997

February 1997

7 April 1997

March 1997

5 May 1997

NOTE

The *Award Rates of Pay Indexes* publication will be discontinued after the June 1997 publication.

ABOUT THIS PUBLICATION

The *Award Rates of Pay Indexes* are compiled from data obtained from wage fixing authorities, both federal and State, relating to variations in prescribed award wages and hours.

Revisions: Users should note that revisions to indexes are made where award variations are retrospective, or when there is a delay in receipt of notification of variations. See paragraph 20 of the Explanatory Notes.

CHANGES IN THIS ISSUE

Industry Classifications: From this issue, industry information shown in Table 10 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC) (see paragraph 28 of the Explanatory Notes).

NOTES ON INDEXES

Wage variations from enterprise bargaining awards and agreements since October 1991 are generally excluded from award rates of pay indexes. See paragraphs 17 to 19 of the Explanatory Notes.

SYMBOLS AND OTHER USAGES

.. not applicable

As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

INQUIRIES

For information about other ABS statistics and services, please refer to the back of this publication.

For further information about these statistics, contact Patricia Dopita on (06) 252 6695.

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SUMMARY OF FINDINGS

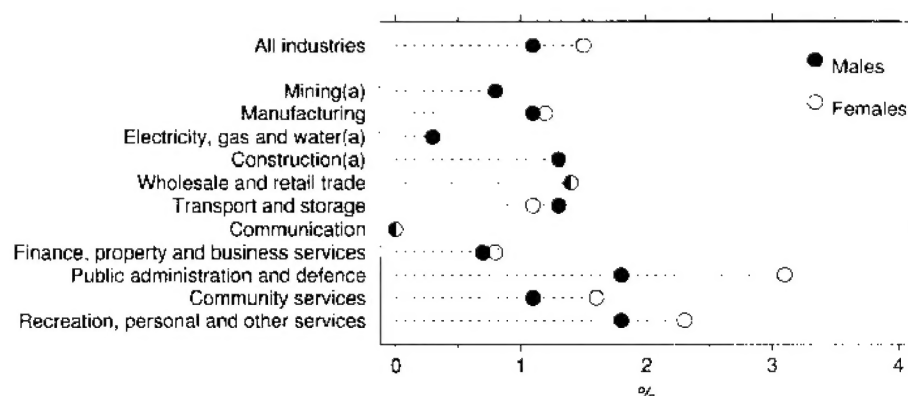
ANNUAL MOVEMENTS

GENERAL

Over the 12 months to December 1996, the weekly award rates of pay indexes for full-time adult employees rose by 1.2%. For full-time adult females and full-time adult males the indexes rose by 1.5% and 1.1% respectively.

INDUSTRY

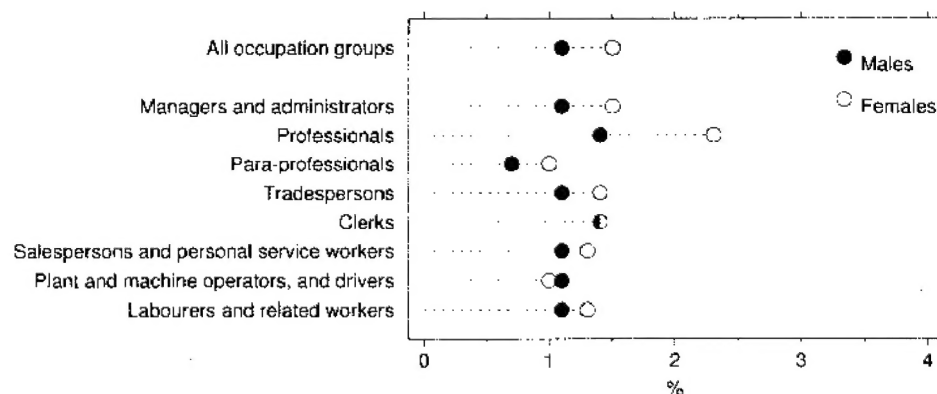
The largest industry movements over the annual period for full-time adult females and males occurred in the Public administration and defence industry (3.1% and 1.8% respectively), and in the Recreation, personal and other services industry (2.3% and 1.8% respectively).



(a) Data not available for females in these industries.

OCCUPATION

In terms of occupation groups, the largest increases for full-time adult females were for Professionals (2.3%), and Managers and administrators (1.5%). For full-time adult males the largest increases were for Professionals and Clerks (both 1.4%).



STATE

At the State level, the largest increases in the year to December 1996 for full-time adult males were in the Australian Capital Territory (3.1%) and Queensland (1.5%). For full-time adult females the largest increases were in the Australian Capital Territory (2.7%), South Australia and Western Australia (both 1.7%).

SUMMARY OF FINDINGS *continued*

MONTHLY MOVEMENTS

For the period November 1996 to December 1996 the weekly award rates of pay index for full-time adult employees recorded minimal change.

EFFECTS OF WAGE CASE DECISIONS

Variations from the October 1993 'safety net' principle wage case are being applied to awards as they are ratified i.e. from December 1993.

**TABLE 1. AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : AUSTRALIA
BASE : JUNE 1985 = 100.0**

| Month | Weekly Series | | | Hourly Series | | |
|--|---------------|---------|---------|---------------|---------|---------|
| | Males | Females | Persons | Males | Females | Persons |
| <i>June —</i> | | | | | | |
| 1985 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 | 100.0 |
| 1986 | 103.8 | 104.2 | 104.0 | 103.9 | 104.3 | 104.0 |
| 1987 | 109.7 | 110.4 | 109.9 | 109.8 | 110.9 | 110.2 |
| 1988 | 114.8 | 115.3 | 114.9 | 115.0 | 116.3 | 115.4 |
| 1989 | 122.5 | 123.9 | 122.9 | 123.1 | 125.5 | 123.8 |
| 1990 | 130.4 | 132.0 | 130.9 | 131.2 | 133.7 | 132.0 |
| 1991 | 133.6 | 135.9 | 134.3 | 134.6 | 137.8 | 135.6 |
| 1992 | 138.2 | 140.4 | 138.9 | 139.3 | 142.4 | 140.3 |
| 1993 | 139.3 | 141.9 | 140.1 | 140.5 | 143.8 | 141.5 |
| 1994 | 141.2 | 144.1 | 142.1 | 142.5 | 146.2 | 143.7 |
| <i>1994 —</i> | | | | | | |
| December | 141.7 | 144.9 | 142.7 | 143.0 | 147.1 | 144.3 |
| <i>1995 —</i> | | | | | | |
| January | 141.9 | 145.1 | 142.9 | 143.2 | 147.3 | 144.5 |
| February | 142.0 | 145.1 | 142.9 | 143.3 | 147.3 | 144.5 |
| March | 142.1 | 145.3 | 143.1 | 143.4 | 147.5 | 144.7 |
| April | 142.5 | 145.9 | 143.6 | 143.9 | 148.2 | 145.2 |
| May | 143.0 | 146.3 | 144.0 | 144.3 | 148.7 | 145.7 |
| June | 143.3 | 146.8 | 144.4 | 144.6 | 149.2 | 146.0 |
| July | 143.5 | 147.3 | 144.7 | 144.9 | 149.7 | 146.4 |
| August | 143.6 | 147.3 | 144.8 | 145.0 | 149.7 | 146.4 |
| September | 143.7 | 147.3 | 144.8 | 145.0 | 149.7 | 146.5 |
| October | 143.7 | 147.4 | 144.9 | 145.1 | 149.8 | 146.5 |
| November | 143.8 | 147.5 | 145.0 | 145.2 | 150.0 | 146.6 |
| December | 143.9 | 147.6 | 145.0 | 145.2 | 150.0 | 146.7 |
| <i>1996 —</i> | | | | | | |
| January | 144.0 | 147.8 | 145.2 | 145.4 | 150.2 | 146.9 |
| February | 144.0 | 147.8 | 145.2 | 145.4 | 150.2 | 146.9 |
| March | 144.4 | 148.5 | 145.7 | 145.8 | 151.0 | 147.4 |
| April | 144.6 | 148.8 | 145.9 | 145.9 | 151.3 | 147.6 |
| May | 144.9 | 149.1 | 146.2 | 146.3 | 151.6 | 148.0 |
| June | 145.1 | 149.3 | 146.4 | 146.5 | 151.8 | 148.1 |
| July | 145.2 | 149.4 | 146.5 | 146.6 | 152.0 | 148.3 |
| August | 145.2 | 149.4 | 146.5 | 146.6 | 152.0 | 148.3 |
| September | 145.4 | 149.5 | 146.6 | 146.8 | 152.0 | 148.4 |
| October | 145.5 | 149.7 | 146.8 | 146.9 | 152.3 | 148.6 |
| November | 145.5 | 149.7 | 146.8 | 146.9 | 152.3 | 148.6 |
| December | 145.5 | 149.7 | 146.8 | 146.9 | 152.3 | 148.6 |
| <i>Percentage change from corresponding month of previous year</i> | | | | | | |
| <i>1994 —</i> | | | | | | |
| December | 1.0 | 1.5 | 1.1 | 1.0 | 1.6 | 1.2 |
| <i>1995 —</i> | | | | | | |
| December | 1.6 | 1.9 | 1.6 | 1.5 | 2.0 | 1.7 |
| <i>1996 —</i> | | | | | | |
| December | 1.1 | 1.5 | 1.2 | 1.2 | 1.5 | 1.3 |

**TABLE 2. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), AUSTRALIA
BASE : JUNE 1985 = 100.0**

| Industry (ASIC) | 1995 | | | | | 1996 | | | | | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | | |
| Mining | 145.2 | 145.2 | 145.3 | 145.3 | 145.3 | 145.4 | 145.4 | 146.4 | 146.4 | 146.4 | 146.4 | 146.5 | 146.4 |
| Manufacturing | 146.3 | 146.4 | 146.4 | 146.6 | 146.7 | 147.5 | 147.7 | 147.8 | 147.8 | 147.9 | 148.0 | 148.0 | 148.0 |
| Food, beverages and tobacco | 143.9 | 143.9 | 143.9 | 143.9 | 144.0 | 144.4 | 144.7 | 144.9 | 144.9 | 144.9 | 144.9 | 144.9 | 144.9 |
| Textiles; Clothing and footwear | 158.9 | 158.9 | 158.9 | 159.1 | 159.8 | 160.0 | 160.1 | 160.1 | 160.1 | 160.1 | 160.2 | 160.2 | 160.2 |
| Chemicals, petroleum, coal | 140.3 | 140.3 | 140.3 | 140.7 | 140.8 | 141.6 | 141.6 | 141.9 | 141.9 | 141.9 | 141.9 | 141.9 | 141.9 |
| Metal products, machinery and equipment | 145.6 | 145.7 | 145.7 | 145.7 | 145.8 | 147.0 | 147.1 | 147.1 | 147.3 | 147.4 | 147.5 | 147.5 | 147.5 |
| Basic metal products | 140.7 | 140.9 | 140.9 | 140.9 | 141.0 | 141.4 | 141.4 | 141.4 | 141.4 | 141.4 | 141.4 | 141.5 | 141.5 |
| Fabricated metal products: | | | | | | | | | | | | | |
| Other machinery and equipment | 148.8 | 148.9 | 148.9 | 148.9 | 149.1 | 151.2 | 151.3 | 151.3 | 151.3 | 151.4 | 151.4 | 151.4 | 151.4 |
| Transport equipment | 144.7 | 144.8 | 144.8 | 145.0 | 145.0 | 145.6 | 145.7 | 145.7 | 146.2 | 146.5 | 146.6 | 146.6 | 146.6 |
| Other manufacturing(a) | 150.5 | 150.6 | 150.6 | 151.3 | 151.5 | 151.8 | 152.3 | 152.4 | 152.5 | 152.6 | 152.7 | 152.7 | 152.7 |
| Construction | 142.1 | 142.2 | 142.3 | 143.0 | 143.1 | 143.5 | 143.7 | 143.8 | 143.8 | 143.8 | 144.0 | 144.0 | 144.0 |
| Wholesale and retail trade | 151.2 | 151.2 | 151.2 | 151.9 | 152.3 | 152.8 | 153.0 | 153.2 | 153.2 | 153.2 | 153.2 | 153.2 | 153.2 |
| Wholesale trade | 148.0 | 148.1 | 148.1 | 148.5 | 148.9 | 149.5 | 149.7 | 149.7 | 149.7 | 149.8 | 149.8 | 149.8 | 149.8 |
| Retail trade | 154.0 | 154.0 | 154.0 | 155.0 | 155.3 | 155.8 | 156.0 | 156.2 | 156.3 | 156.3 | 156.3 | 156.3 | 156.3 |
| Transport and storage | 139.4 | 139.5 | 139.5 | 139.6 | 139.9 | 140.0 | 140.2 | 140.3 | 140.3 | 141.1 | 141.2 | 141.2 | 141.2 |
| Finance, property and business services | 142.2 | 142.2 | 142.2 | 142.3 | 142.4 | 142.5 | 142.6 | 142.9 | 142.9 | 142.9 | 142.9 | 143.1 | 143.1 |
| Community services | 142.4 | 142.5 | 142.5 | 143.4 | 143.5 | 143.5 | 143.7 | 143.8 | 143.8 | 143.9 | 144.0 | 144.0 | 144.0 |
| All industries(b) | 143.9 | 144.0 | 144.0 | 144.4 | 144.6 | 144.9 | 145.1 | 145.2 | 145.2 | 145.4 | 145.5 | 145.5 | 145.5 |
| FEMALES | | | | | | | | | | | | | |
| Manufacturing | 151.3 | 151.3 | 151.3 | 151.6 | 152.0 | 152.7 | 153.0 | 153.0 | 153.0 | 153.0 | 153.1 | 153.1 | 153.1 |
| Food, beverages and tobacco | 144.7 | 144.7 | 144.7 | 144.7 | 145.2 | 145.4 | 145.6 | 145.7 | 145.7 | 145.7 | 145.8 | 145.8 | 145.8 |
| Textiles; Clothing and footwear | 160.5 | 160.5 | 160.5 | 161.4 | 161.8 | 161.8 | 161.9 | 161.9 | 161.9 | 161.9 | 161.9 | 161.9 | 161.9 |
| Metal products, machinery and equipment | 148.8 | 148.8 | 148.9 | 148.9 | 149.3 | 151.0 | 151.2 | 151.2 | 151.2 | 151.2 | 151.3 | 151.3 | 151.3 |
| Other manufacturing(a) | 152.3 | 152.3 | 152.3 | 152.5 | 152.9 | 153.5 | 154.2 | 154.3 | 154.3 | 154.4 | 154.6 | 154.6 | 154.6 |
| Wholesale and retail trade | 150.0 | 150.1 | 150.1 | 150.3 | 151.0 | 151.7 | 151.9 | 152.0 | 152.0 | 152.0 | 152.1 | 152.1 | 152.1 |
| Wholesale trade | 147.5 | 147.6 | 147.6 | 147.8 | 148.7 | 149.4 | 149.5 | 149.5 | 149.5 | 149.5 | 149.7 | 149.7 | 149.7 |
| Retail trade | 151.4 | 151.4 | 151.4 | 151.6 | 152.2 | 152.9 | 153.1 | 153.2 | 153.2 | 153.2 | 153.3 | 153.3 | 153.3 |
| Transport and storage | 140.8 | 141.0 | 141.0 | 141.1 | 141.2 | 141.3 | 141.7 | 142.0 | 142.0 | 142.2 | 142.4 | 142.4 | 142.4 |
| Finance, property and business services | 143.0 | 143.0 | 143.0 | 143.0 | 143.4 | 143.7 | 143.8 | 144.0 | 144.0 | 144.0 | 144.1 | 144.1 | 144.1 |
| Community services | 147.7 | 148.0 | 148.0 | 149.2 | 149.3 | 149.5 | 149.7 | 149.8 | 149.8 | 149.9 | 150.0 | 150.0 | 150.0 |
| All industries(b) | 147.6 | 147.8 | 147.8 | 148.5 | 148.8 | 149.1 | 149.3 | 149.4 | 149.4 | 149.5 | 149.7 | 149.7 | 149.7 |
| PERSONS | | | | | | | | | | | | | |
| Mining | 145.0 | 145.0 | 145.1 | 145.1 | 145.1 | 145.2 | 145.2 | 146.2 | 146.2 | 146.2 | 146.2 | 146.2 | 146.2 |
| Manufacturing | 147.4 | 147.5 | 147.5 | 147.7 | 147.9 | 148.7 | 148.9 | 148.9 | 149.0 | 149.0 | 149.1 | 149.1 | 149.1 |
| Food, beverages and tobacco | 144.1 | 144.1 | 144.1 | 144.1 | 144.3 | 144.7 | 144.9 | 145.1 | 145.1 | 145.1 | 145.1 | 145.1 | 145.1 |
| Textiles; Clothing and footwear | 160.0 | 160.0 | 160.0 | 160.7 | 161.1 | 161.2 | 161.3 | 161.3 | 161.3 | 161.3 | 161.3 | 161.3 | 161.3 |
| Chemicals, petroleum, coal | 141.5 | 141.6 | 141.6 | 141.9 | 142.2 | 143.1 | 143.2 | 143.3 | 143.3 | 143.3 | 143.4 | 143.4 | 143.4 |
| Metal products, machinery and equipment | 146.0 | 146.1 | 146.1 | 146.2 | 146.3 | 147.6 | 147.7 | 147.7 | 147.8 | 148.0 | 148.0 | 148.0 | 148.0 |
| Basic metal products | 140.8 | 141.0 | 141.0 | 141.0 | 141.0 | 141.5 | 141.5 | 141.5 | 141.5 | 141.5 | 141.5 | 141.5 | 141.5 |
| Fabricated metal products: | | | | | | | | | | | | | |
| Other machinery and equipment | 148.8 | 148.8 | 148.9 | 148.9 | 149.1 | 151.1 | 151.3 | 151.3 | 151.3 | 151.4 | 151.4 | 151.4 | 151.4 |
| Transport equipment | 145.5 | 145.6 | 145.6 | 145.8 | 145.8 | 146.6 | 146.6 | 146.6 | 147.1 | 147.4 | 147.4 | 147.4 | 147.4 |
| Other manufacturing(a) | 150.8 | 150.9 | 150.9 | 151.5 | 151.8 | 152.1 | 152.6 | 152.7 | 152.8 | 152.9 | 153.1 | 153.1 | 153.1 |
| Construction | 142.3 | 142.4 | 142.4 | 143.1 | 143.3 | 143.7 | 143.8 | 144.0 | 144.0 | 144.0 | 144.2 | 144.2 | 144.2 |
| Wholesale and retail trade | 150.8 | 150.8 | 150.9 | 151.4 | 151.9 | 152.5 | 152.7 | 152.8 | 152.8 | 152.8 | 152.8 | 152.9 | 152.9 |
| Wholesale trade | 147.9 | 148.0 | 148.0 | 148.3 | 148.9 | 149.5 | 149.6 | 149.7 | 149.7 | 149.7 | 149.8 | 149.8 | 149.8 |
| Retail trade | 153.0 | 153.0 | 153.0 | 153.6 | 154.1 | 154.7 | 154.9 | 155.1 | 155.1 | 155.1 | 155.1 | 155.1 | 155.1 |
| Transport and storage | 139.6 | 139.7 | 139.7 | 139.8 | 140.0 | 140.1 | 140.4 | 140.5 | 140.5 | 141.3 | 141.4 | 141.4 | 141.4 |
| Finance, property and business services | 142.6 | 142.6 | 142.6 | 142.6 | 142.9 | 143.1 | 143.2 | 143.4 | 143.4 | 143.5 | 143.5 | 143.6 | 143.6 |
| Community services | 145.2 | 145.4 | 145.4 | 146.5 | 146.5 | 146.7 | 146.8 | 147.0 | 147.0 | 147.0 | 147.2 | 147.2 | 147.2 |
| All industries(b) | 145.0 | 145.2 | 145.2 | 145.7 | 145.9 | 146.2 | 146.4 | 146.5 | 146.5 | 146.6 | 146.8 | 146.8 | 146.8 |

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 3. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, AUSTRALIA
BASE : JUNE 1985 = 100.0**

| Occupation | 1995 | | | | | 1996 | | | | | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | | |
| Managers and administrators | 140.5 | 140.7 | 140.7 | 141.2 | 141.3 | 141.4 | 141.5 | 141.6 | 141.7 | 141.8 | 142.0 | 142.0 | 142.1 |
| Para-professionals | 141.1 | 141.2 | 141.2 | 141.4 | 141.4 | 141.6 | 141.7 | 141.8 | 141.8 | 141.9 | 142.1 | 142.1 | 142.1 |
| Engineering etc | 139.0 | 139.2 | 139.2 | 139.4 | 139.4 | 139.7 | 139.8 | 140.0 | 140.0 | 140.0 | 140.2 | 140.2 | 140.2 |
| Police | 148.0 | 148.0 | 148.0 | 148.1 | 148.1 | 148.2 | 148.2 | 148.2 | 148.2 | 148.5 | 148.5 | 148.5 | 148.5 |
| Other para-professionals | 139.6 | 139.7 | 139.7 | 139.9 | 139.9 | 140.1 | 140.1 | 140.3 | 140.3 | 140.4 | 140.6 | 140.6 | 140.6 |
| Tradespersons | 144.8 | 144.9 | 145.0 | 145.3 | 145.4 | 146.0 | 146.1 | 146.2 | 146.3 | 146.3 | 146.4 | 146.4 | 146.4 |
| Metal | 145.4 | 145.4 | 145.5 | 145.6 | 145.6 | 146.7 | 146.8 | 146.9 | 147.0 | 147.1 | 147.2 | 147.2 | 147.2 |
| Electrical and electronic | 139.0 | 139.1 | 139.2 | 139.2 | 139.3 | 139.6 | 139.7 | 139.8 | 139.8 | 139.9 | 139.9 | 139.9 | 139.9 |
| Building | 143.1 | 143.2 | 143.2 | 144.0 | 144.2 | 144.5 | 144.6 | 144.7 | 144.7 | 144.8 | 144.9 | 144.9 | 144.9 |
| Vehicle | 153.0 | 153.0 | 153.1 | 154.3 | 154.4 | 154.8 | 155.0 | 155.0 | 155.1 | 155.1 | 155.2 | 155.2 | 155.2 |
| Other | 147.3 | 147.5 | 147.5 | 147.7 | 147.9 | 148.4 | 148.5 | 148.6 | 148.7 | 148.8 | 148.9 | 148.9 | 148.9 |
| Clerks | 142.0 | 142.4 | 142.4 | 142.8 | 143.0 | 143.1 | 143.2 | 143.3 | 143.4 | 143.4 | 143.9 | 143.9 | 143.9 |
| Salespersons and personal service workers | 147.4 | 147.4 | 147.4 | 147.8 | 148.1 | 148.4 | 148.5 | 148.6 | 148.7 | 148.8 | 148.9 | 149.0 | 149.0 |
| Labourers and related workers | 144.8 | 144.9 | 144.9 | 145.1 | 145.3 | 145.8 | 146.0 | 146.1 | 146.1 | 146.4 | 146.4 | 146.4 | 146.4 |
| Trades assistants and factory hands | 146.4 | 146.5 | 146.5 | 146.8 | 146.9 | 147.6 | 147.8 | 148.0 | 148.0 | 148.2 | 148.2 | 148.2 | 148.2 |
| Construction and mining labourers | 141.6 | 141.7 | 141.7 | 142.0 | 142.1 | 142.3 | 142.4 | 142.6 | 142.6 | 142.9 | 143.0 | 143.0 | 143.0 |
| Other labourers | 144.7 | 144.8 | 144.8 | 145.0 | 145.2 | 145.7 | 145.9 | 146.0 | 146.0 | 146.3 | 146.4 | 146.4 | 146.4 |
| <i>All occupation groups</i> | <i>143.9</i> | <i>144.0</i> | <i>144.0</i> | <i>144.4</i> | <i>144.6</i> | <i>144.9</i> | <i>145.1</i> | <i>145.2</i> | <i>145.2</i> | <i>145.4</i> | <i>145.5</i> | <i>145.5</i> | <i>145.5</i> |
| FEMALES | | | | | | | | | | | | | |
| Managers and administrators | 147.3 | 147.5 | 147.5 | 148.3 | 148.6 | 148.9 | 149.0 | 149.2 | 149.2 | 149.3 | 149.4 | 149.5 | 149.5 |
| Para-professionals | 154.2 | 154.5 | 154.5 | 154.8 | 155.0 | 155.1 | 155.3 | 155.4 | 155.5 | 155.5 | 155.6 | 155.6 | 155.6 |
| Registered nurses | 160.5 | 160.9 | 160.9 | 161.1 | 161.3 | 161.4 | 161.7 | 161.8 | 161.8 | 161.8 | 161.9 | 162.0 | 162.0 |
| Other para-professionals | 143.0 | 143.1 | 143.1 | 143.7 | 143.8 | 144.0 | 144.1 | 144.2 | 144.2 | 144.3 | 144.4 | 144.4 | 144.4 |
| Tradespersons | 149.7 | 150.0 | 150.1 | 150.3 | 150.6 | 151.1 | 151.3 | 151.5 | 151.5 | 151.6 | 151.7 | 151.7 | 151.7 |
| Clerks | 145.2 | 145.4 | 145.4 | 145.8 | 146.2 | 146.5 | 146.7 | 146.8 | 146.8 | 146.8 | 147.3 | 147.3 | 147.3 |
| Stenographers | 144.7 | 144.9 | 144.9 | 145.2 | 145.6 | 146.0 | 146.1 | 146.2 | 146.2 | 146.2 | 146.6 | 146.6 | 146.6 |
| Receptionists | 146.7 | 146.9 | 146.9 | 147.3 | 147.8 | 148.4 | 148.5 | 148.7 | 148.7 | 148.7 | 149.2 | 149.2 | 149.2 |
| Salespersons and personal service workers | 151.5 | 151.6 | 151.6 | 151.9 | 152.4 | 152.7 | 152.9 | 153.1 | 153.1 | 153.3 | 153.4 | 153.4 | 153.5 |
| Labourers and related workers | 145.6 | 145.9 | 145.9 | 146.1 | 146.2 | 146.9 | 147.1 | 147.4 | 147.4 | 147.4 | 147.4 | 147.4 | 147.5 |
| Trades assistants and factory hands | 149.4 | 149.4 | 149.4 | 149.5 | 149.6 | 150.9 | 151.2 | 151.2 | 151.2 | 151.2 | 151.3 | 151.3 | 151.3 |
| Cleaners | 135.9 | 136.5 | 136.5 | 136.6 | 136.7 | 137.0 | 137.1 | 137.4 | 137.4 | 137.5 | 137.5 | 137.5 | 137.5 |
| Other labourers | 146.0 | 146.5 | 146.5 | 146.7 | 146.9 | 147.3 | 147.5 | 147.9 | 147.9 | 147.9 | 147.9 | 147.9 | 148.0 |
| <i>All occupation groups</i> | <i>147.6</i> | <i>147.8</i> | <i>147.8</i> | <i>148.5</i> | <i>148.8</i> | <i>149.1</i> | <i>149.3</i> | <i>149.4</i> | <i>149.4</i> | <i>149.5</i> | <i>149.7</i> | <i>149.7</i> | <i>149.7</i> |
| PERSONS | | | | | | | | | | | | | |
| Managers and administrators | 141.9 | 142.1 | 142.1 | 142.6 | 142.8 | 142.9 | 143.0 | 143.2 | 143.2 | 143.3 | 143.5 | 143.5 | 143.5 |
| Para-professionals | 145.1 | 145.3 | 145.3 | 145.5 | 145.6 | 145.7 | 145.8 | 146.0 | 146.0 | 146.1 | 146.2 | 146.2 | 146.2 |
| Engineering etc | 138.9 | 139.0 | 139.1 | 139.3 | 139.3 | 139.5 | 139.7 | 139.8 | 139.8 | 139.9 | 140.1 | 140.1 | 140.1 |
| Registered nurses | 159.6 | 160.0 | 160.0 | 160.2 | 160.4 | 160.4 | 160.7 | 160.9 | 160.9 | 160.9 | 161.0 | 161.0 | 161.0 |
| Police | 148.1 | 148.1 | 148.1 | 148.1 | 148.1 | 148.3 | 148.3 | 148.3 | 148.3 | 148.5 | 148.5 | 148.5 | 148.5 |
| Other para-professionals | 139.0 | 139.1 | 139.1 | 139.5 | 139.5 | 139.6 | 139.7 | 139.8 | 139.9 | 140.0 | 140.2 | 140.2 | 140.2 |
| Tradespersons | 145.2 | 145.3 | 145.3 | 145.7 | 145.8 | 146.4 | 146.5 | 146.6 | 146.7 | 146.7 | 146.8 | 146.8 | 146.8 |
| Metal | 145.5 | 145.5 | 145.5 | 145.7 | 145.7 | 146.8 | 146.9 | 147.0 | 147.1 | 147.2 | 147.2 | 147.2 | 147.2 |
| Electrical and electronic | 139.1 | 139.1 | 139.2 | 139.3 | 139.3 | 139.6 | 139.7 | 139.8 | 139.8 | 139.8 | 139.9 | 139.9 | 139.9 |
| Building | 143.2 | 143.3 | 143.3 | 144.1 | 144.3 | 144.6 | 144.7 | 144.8 | 144.8 | 144.9 | 145.0 | 145.0 | 145.0 |
| Vehicle | 152.9 | 153.0 | 153.0 | 154.2 | 154.3 | 154.7 | 154.9 | 155.0 | 155.0 | 155.1 | 155.1 | 155.2 | 155.2 |
| Clerks | 143.8 | 144.1 | 144.1 | 144.5 | 144.9 | 145.1 | 145.2 | 145.4 | 145.4 | 145.4 | 145.9 | 145.9 | 145.9 |
| Stenographers | 144.3 | 144.5 | 144.5 | 144.8 | 145.1 | 145.5 | 145.6 | 145.7 | 145.7 | 145.7 | 146.1 | 146.1 | 146.1 |
| Receptionists | 145.3 | 145.5 | 145.5 | 146.0 | 146.4 | 146.8 | 146.9 | 147.1 | 147.1 | 147.1 | 147.6 | 147.6 | 147.6 |
| Salespersons and personal service workers | 149.4 | 149.5 | 149.5 | 149.8 | 150.2 | 150.6 | 150.7 | 150.8 | 150.8 | 151.0 | 151.1 | 151.2 | 151.2 |
| Labourers and related workers | 144.9 | 145.1 | 145.1 | 145.3 | 145.5 | 146.1 | 146.2 | 146.4 | 146.4 | 146.6 | 146.6 | 146.6 | 146.7 |
| Trades assistants and factory hands | 147.1 | 147.1 | 147.2 | 147.4 | 147.5 | 148.4 | 148.6 | 148.7 | 148.8 | 148.9 | 148.9 | 148.9 | 148.9 |
| Construction and mining labourers | 141.8 | 141.9 | 141.9 | 142.2 | 142.3 | 142.5 | 142.6 | 142.8 | 142.8 | 143.1 | 143.1 | 143.1 | 143.1 |
| Cleaners | 142.0 | 142.3 | 142.3 | 142.5 | 142.5 | 143.0 | 143.2 | 143.3 | 143.3 | 143.6 | 143.6 | 143.6 | 143.6 |
| Other labourers | 145.0 | 145.3 | 145.3 | 145.4 | 145.7 | 146.2 | 146.3 | 146.5 | 146.6 | 146.8 | 146.8 | 146.8 | 146.9 |
| <i>All occupation groups</i> | <i>145.0</i> | <i>145.2</i> | <i>145.2</i> | <i>145.7</i> | <i>145.9</i> | <i>146.2</i> | <i>146.4</i> | <i>146.5</i> | <i>146.5</i> | <i>146.6</i> | <i>146.8</i> | <i>146.8</i> | <i>146.8</i> |

**TABLE 4. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : STATES, TERRITORIES AND AUSTRALIA
BASE : JUNE 1985 = 100.0**

| <i>Month</i> | <i>NSW</i> | <i>Vic.</i> | <i>Qld</i> | <i>SA</i> | <i>WA</i> | <i>Tas.</i> | <i>NT</i> | <i>ACT</i> | <i>Aust.</i> |
|-------------------|------------|-------------|------------|-----------|-----------|-------------|-----------|------------|--------------|
| MALES | | | | | | | | | |
| <i>1995 —</i> | | | | | | | | | |
| December | 141.3 | 145.8 | 144.4 | 146.9 | 142.7 | 144.7 | 144.6 | 147.6 | 143.9 |
| <i>1996 —</i> | | | | | | | | | |
| January | 141.4 | 146.0 | 144.4 | 147.0 | 142.9 | 144.9 | 144.6 | 148.7 | 144.0 |
| February | 141.4 | 146.0 | 144.4 | 147.0 | 142.9 | 144.9 | 144.6 | 148.7 | 144.0 |
| March | 141.6 | 146.8 | 144.6 | 147.3 | 143.0 | 145.1 | 144.7 | 150.2 | 144.4 |
| April | 141.8 | 147.0 | 144.7 | 147.4 | 143.3 | 145.2 | 144.9 | 150.3 | 144.6 |
| May | 142.1 | 147.3 | 145.2 | 147.9 | 143.6 | 145.6 | 145.0 | 150.4 | 144.9 |
| June | 142.2 | 147.3 | 145.5 | 148.1 | 143.9 | 145.6 | 145.0 | 150.4 | 145.1 |
| July | 142.4 | 147.4 | 145.6 | 148.4 | 144.0 | 145.6 | 145.0 | 150.4 | 145.2 |
| August | 142.4 | 147.4 | 145.7 | 148.6 | 144.0 | 145.6 | 145.0 | 150.4 | 145.2 |
| September | 142.5 | 147.4 | 146.3 | 148.6 | 144.1 | 145.6 | 145.0 | 150.5 | 145.4 |
| October | 142.6 | 147.5 | 146.4 | 148.7 | 144.2 | 145.7 | 145.1 | 152.1 | 145.5 |
| November | 142.6 | 147.5 | 146.4 | 148.7 | 144.2 | 145.7 | 145.1 | 152.1 | 145.5 |
| December | 142.6 | 147.5 | 146.5 | 148.7 | 144.2 | 145.7 | 145.1 | 152.1 | 145.5 |
| Annual change (%) | 0.9 | 1.2 | 1.5 | 1.2 | 1.0 | 0.7 | 0.4 | 3.1 | 1.1 |
| FEMALES | | | | | | | | | |
| <i>1995 —</i> | | | | | | | | | |
| December | 146.1 | 149.3 | 147.7 | 148.7 | 146.7 | 145.7 | 148.1 | 147.2 | 147.6 |
| <i>1996 —</i> | | | | | | | | | |
| January | 146.3 | 149.4 | 148.0 | 148.9 | 147.3 | 145.8 | 148.2 | 148.1 | 147.8 |
| February | 146.3 | 149.4 | 148.0 | 148.9 | 147.4 | 145.8 | 148.2 | 148.1 | 147.8 |
| March | 146.7 | 151.0 | 148.2 | 149.1 | 147.6 | 146.0 | 148.4 | 149.2 | 148.5 |
| April | 147.3 | 151.1 | 148.2 | 149.4 | 147.6 | 146.1 | 148.8 | 149.4 | 148.8 |
| May | 147.5 | 151.2 | 149.2 | 150.2 | 147.9 | 146.2 | 148.8 | 149.5 | 149.1 |
| June | 147.6 | 151.3 | 149.5 | 150.7 | 148.5 | 146.2 | 149.0 | 149.5 | 149.3 |
| July | 147.7 | 151.3 | 149.7 | 151.0 | 148.8 | 146.2 | 149.2 | 149.7 | 149.4 |
| August | 147.7 | 151.3 | 149.7 | 151.0 | 148.9 | 146.2 | 149.2 | 149.7 | 149.4 |
| September | 147.8 | 151.3 | 149.7 | 151.0 | 148.9 | 146.2 | 149.2 | 149.8 | 149.5 |
| October | 148.1 | 151.5 | 149.9 | 151.2 | 149.1 | 146.4 | 149.4 | 151.2 | 149.7 |
| November | 148.1 | 151.5 | 149.9 | 151.2 | 149.1 | 146.5 | 149.4 | 151.2 | 149.7 |
| December | 148.1 | 151.5 | 150.0 | 151.2 | 149.1 | 146.5 | 149.4 | 151.2 | 149.7 |
| Annual change (%) | 1.3 | 1.4 | 1.5 | 1.7 | 1.7 | 0.6 | 0.9 | 2.7 | 1.5 |
| PERSONS | | | | | | | | | |
| <i>1995 —</i> | | | | | | | | | |
| December | 142.8 | 147.0 | 145.4 | 147.4 | 143.9 | 145.0 | 146.0 | 147.4 | 145.0 |
| <i>1996 —</i> | | | | | | | | | |
| January | 142.9 | 147.1 | 145.5 | 147.6 | 144.2 | 145.1 | 146.1 | 148.5 | 145.2 |
| February | 142.9 | 147.1 | 145.5 | 147.6 | 144.2 | 145.1 | 146.1 | 148.5 | 145.2 |
| March | 143.2 | 148.2 | 145.7 | 147.8 | 144.4 | 145.3 | 146.2 | 149.8 | 145.7 |
| April | 143.5 | 148.3 | 145.7 | 148.0 | 144.5 | 145.4 | 146.5 | 150.0 | 145.9 |
| May | 143.8 | 148.6 | 146.4 | 148.6 | 144.9 | 145.7 | 146.5 | 150.0 | 146.2 |
| June | 143.9 | 148.6 | 146.7 | 148.8 | 145.3 | 145.8 | 146.6 | 150.0 | 146.4 |
| July | 144.1 | 148.7 | 146.8 | 149.1 | 145.5 | 145.8 | 146.7 | 150.1 | 146.5 |
| August | 144.1 | 148.7 | 146.9 | 149.3 | 145.5 | 145.8 | 146.7 | 150.1 | 146.5 |
| September | 144.1 | 148.7 | 147.4 | 149.3 | 145.5 | 145.8 | 146.7 | 150.3 | 146.6 |
| October | 144.3 | 148.8 | 147.5 | 149.4 | 145.6 | 145.9 | 146.8 | 151.8 | 146.8 |
| November | 144.3 | 148.8 | 147.5 | 149.4 | 145.6 | 145.9 | 146.8 | 151.8 | 146.8 |
| December | 144.3 | 148.8 | 147.5 | 149.4 | 145.6 | 145.9 | 146.8 | 151.8 | 146.8 |
| Annual change (%) | 1.0 | 1.3 | 1.5 | 1.4 | 1.2 | 0.7 | 0.6 | 3.0 | 1.2 |

TABLE 5. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA
ANNUAL PERCENTAGE CHANGE DECEMBER 1995 TO DECEMBER 1996
BASE : JUNE 1985 = 100.0

| Industry (ASIC) | Annual change (%) | | | | | | | | |
|---|-------------------|------|-----|-----|-----|------|-----|-----|-------|
| | NSW | Vic. | Qld | SA | WA | Tas. | NT | ACT | Aust. |
| MALES | | | | | | | | | |
| Mining | 1.4 | 0.1 | 0.8 | 0.3 | 0.3 | 0.0 | 0.0 | .. | 0.8 |
| Manufacturing | 0.9 | 0.9 | 1.8 | 1.9 | 1.1 | 1.5 | 0.8 | 1.8 | 1.1 |
| Electricity, gas and water | 0.0 | 0.3 | 1.0 | 0.2 | 0.4 | 0.2 | 0.0 | 4.9 | 0.3 |
| Construction | 1.3 | 1.3 | 1.7 | 1.1 | 1.0 | 0.8 | 0.0 | 3.6 | 1.3 |
| Wholesale and retail trade | 1.5 | 1.2 | 1.5 | 1.4 | 1.4 | 0.4 | 1.5 | 1.4 | 1.4 |
| Transport and storage | 0.7 | 0.6 | 3.9 | 0.8 | 0.7 | 0.5 | 0.5 | 4.4 | 1.3 |
| Communication | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Finance, property and business services | 0.9 | 0.4 | 0.6 | 0.2 | 0.8 | 0.0 | 0.5 | 1.8 | 0.7 |
| Public administration and defence(a) | 1.1 | 2.4 | 0.8 | 1.7 | 2.3 | 0.8 | 0.7 | 4.8 | 1.8 |
| Community services | 0.4 | 2.5 | 0.7 | 1.1 | 0.8 | 0.7 | 0.0 | 1.3 | 1.1 |
| Recreation, personal and other services | 2.3 | 1.0 | 1.9 | 1.7 | 1.9 | 0.2 | 2.2 | 3.4 | 1.8 |
| All industries(b) | 0.9 | 1.2 | 1.5 | 1.2 | 1.0 | 0.7 | 0.4 | 3.1 | 1.1 |
| FEMALES | | | | | | | | | |
| Manufacturing | 1.4 | 0.8 | 1.9 | 1.9 | 1.4 | 0.5 | 1.7 | 2.2 | 1.2 |
| Wholesale and retail trade | 1.7 | 0.3 | 2.0 | 1.5 | 2.0 | 0.0 | 2.1 | 1.8 | 1.4 |
| Transport and storage | 1.0 | 0.7 | 2.1 | 2.0 | 1.5 | 0.2 | 0.6 | 2.7 | 1.1 |
| Communication | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 |
| Finance, property and business services | 1.1 | 0.2 | 1.0 | 1.1 | 1.0 | 0.0 | 1.1 | 1.9 | 0.8 |
| Public administration and defence(a) | 2.7 | 2.9 | 2.0 | 3.0 | 3.9 | 2.9 | 1.6 | 5.0 | 3.1 |
| Community services | 0.8 | 3.0 | 1.4 | 1.8 | 1.6 | 0.5 | 0.0 | 0.9 | 1.6 |
| Recreation, personal and other services | 4.6 | 0.6 | 1.4 | 1.3 | 2.1 | 0.9 | 2.1 | 2.5 | 2.3 |
| All industries(b) | 1.3 | 1.4 | 1.5 | 1.7 | 1.7 | 0.6 | 0.9 | 2.7 | 1.5 |

(a) Excludes employees in the defence forces. (b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

TABLE 6. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA
ANNUAL PERCENTAGE CHANGE DECEMBER 1995 TO DECEMBER 1996
BASE : JUNE 1985 = 100.0

| Occupation | Annual change (%) | | | | | | | | |
|---|-------------------|------|-----|-----|-----|------|-----|-----|-------|
| | NSW | Vic. | Qld | SA | WA | Tas. | NT | ACT | Aust. |
| MALES | | | | | | | | | |
| Managers and administrators | 0.7 | 1.2 | 1.0 | 0.8 | 0.8 | 0.1 | 0.1 | 4.0 | 1.1 |
| Professionals | 0.7 | 3.0 | 0.4 | 1.2 | 0.3 | 0.5 | 0.3 | 2.2 | 1.4 |
| Para-professionals | 0.4 | 0.6 | 1.0 | 1.0 | 0.5 | 0.4 | 0.2 | 2.1 | 0.7 |
| Tradespersons | 1.0 | 0.9 | 1.8 | 1.3 | 0.9 | 0.5 | 0.3 | 3.0 | 1.1 |
| Clerks | 1.2 | 1.0 | 1.0 | 1.4 | 1.7 | 1.2 | 0.7 | 4.3 | 1.4 |
| Salespersons and personal service workers | 1.5 | 0.4 | 1.1 | 1.2 | 1.7 | 0.2 | 1.8 | 2.0 | 1.1 |
| Plant and machine operators, and drivers | 1.0 | 1.1 | 1.4 | 1.3 | 1.0 | 1.1 | 0.3 | 4.0 | 1.1 |
| Labourers and related workers | 0.8 | 1.1 | 2.0 | 1.3 | 1.1 | 0.7 | 0.4 | 2.4 | 1.1 |
| All occupation groups | 0.9 | 1.2 | 1.5 | 1.2 | 1.0 | 0.7 | 0.4 | 3.1 | 1.1 |
| FEMALES | | | | | | | | | |
| Managers and administrators | 1.3 | 1.6 | 2.2 | 1.4 | 1.3 | 0.2 | 0.7 | 2.8 | 1.5 |
| Professionals | 0.3 | 6.2 | 0.3 | 1.7 | 0.3 | 0.0 | 0.0 | 0.9 | 2.3 |
| Para-professionals | 0.5 | 0.5 | 1.7 | 2.0 | 1.9 | 0.9 | 0.0 | 0.6 | 1.0 |
| Tradespersons | 1.8 | 0.5 | 2.0 | 1.8 | 1.7 | 0.5 | 0.3 | 0.9 | 1.4 |
| Clerks | 1.7 | 0.6 | 1.3 | 1.7 | 1.7 | 1.0 | 1.3 | 3.9 | 1.4 |
| Salespersons and personal service workers | 1.8 | 0.2 | 1.6 | 1.3 | 2.1 | 0.2 | 1.2 | 1.7 | 1.3 |
| Plant and machine operators, and drivers | 1.5 | 0.5 | 1.9 | 1.8 | 1.3 | 0.6 | 2.1 | 1.8 | 1.0 |
| Labourers and related workers | 1.0 | 1.0 | 2.1 | 1.6 | 2.4 | 0.2 | 1.5 | 1.6 | 1.3 |
| All occupation groups | 1.3 | 1.4 | 1.5 | 1.7 | 1.7 | 0.6 | 0.9 | 2.7 | 1.5 |

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA
BASE : JUNE 1985 = 100.0

| Industry (ASIC) | NSW | | | | Vic. | | | | Qld | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Mining | 152.1 | 154.2 | 154.2 | 154.2 | 138.2 | 138.3 | 138.3 | 138.3 | 147.4 | 148.7 | 148.7 | 148.7 |
| Manufacturing | 143.1 | 144.3 | 144.3 | 144.3 | 148.6 | 150.0 | 150.0 | 150.0 | 145.6 | 148.2 | 148.2 | 148.2 |
| Food, beverages and tobacco | 143.1 | 143.4 | 143.4 | 143.4 | 144.0 | 144.7 | 144.7 | 144.7 | 143.3 | 145.3 | 145.3 | 145.3 |
| Textiles; Clothing and footwear | 165.8 | 166.8 | 166.8 | 166.8 | 156.6 | 157.8 | 157.8 | 157.8 | 159.9 | 163.2 | 163.2 | 163.2 |
| Chemicals, petroleum, coal | 136.8 | 138.0 | 138.0 | 138.0 | 145.0 | 147.5 | 147.5 | 147.5 | 139.6 | 140.7 | 140.7 | 140.7 |
| Metal products, machinery and equipment | 141.1 | 142.4 | 142.4 | 142.4 | 148.3 | 150.0 | 150.0 | 150.0 | 149.0 | 152.5 | 152.5 | 152.5 |
| Basic metal products | 134.1 | 134.5 | 134.5 | 134.5 | 151.1 | 152.1 | 152.1 | 152.1 | 136.7 | 136.8 | 136.8 | 136.8 |
| Fabricated metal products: | | | | | | | | | | | | |
| Other machinery and equipment | 144.9 | 147.0 | 147.0 | 147.0 | 151.6 | 154.1 | 154.1 | 154.1 | 152.6 | 156.3 | 156.3 | 156.3 |
| Transport equipment | 141.9 | 143.1 | 143.1 | 143.1 | 145.0 | 146.2 | 146.2 | 146.2 | 148.3 | 153.7 | 153.7 | 153.7 |
| Other manufacturing(a) | 148.5 | 150.7 | 150.7 | 150.7 | 155.2 | 157.2 | 157.2 | 157.2 | 142.5 | 145.0 | 145.0 | 145.0 |
| Construction | 138.8 | 140.6 | 140.6 | 140.7 | 142.7 | 144.5 | 144.5 | 144.5 | 142.8 | 145.1 | 145.1 | 145.1 |
| Wholesale and retail trade | 151.1 | 153.4 | 153.4 | 153.4 | 153.1 | 154.9 | 154.9 | 154.9 | 148.1 | 150.2 | 150.3 | 150.3 |
| Wholesale trade | 146.3 | 148.1 | 148.2 | 148.2 | 151.0 | 152.7 | 152.8 | 152.8 | 145.2 | 146.9 | 146.9 | 146.9 |
| Retail trade | 156.3 | 159.0 | 159.0 | 159.0 | 155.2 | 156.9 | 156.9 | 156.9 | 150.1 | 152.6 | 152.7 | 152.7 |
| Transport and storage | 134.9 | 135.9 | 135.9 | 135.9 | 140.5 | 141.4 | 141.4 | 141.4 | 144.4 | 150.1 | 150.1 | 150.1 |
| Finance, property and business services | 141.2 | 142.2 | 142.5 | 142.5 | 143.9 | 144.5 | 144.5 | 144.5 | 144.5 | 145.3 | 145.3 | 145.3 |
| Community services | 139.9 | 140.5 | 140.5 | 140.5 | 143.9 | 147.4 | 147.4 | 147.4 | 142.6 | 143.6 | 143.6 | 143.6 |
| All industries(b) | 141.3 | 142.6 | 142.6 | 142.6 | 145.8 | 147.5 | 147.5 | 147.5 | 144.4 | 146.4 | 146.4 | 146.5 |
| FEMALES | | | | | | | | | | | | |
| Manufacturing | 148.1 | 150.2 | 150.2 | 150.2 | 153.8 | 155.0 | 155.0 | 155.0 | 151.2 | 154.1 | 154.1 | 154.1 |
| Food, beverages and tobacco | 141.6 | 142.1 | 142.1 | 142.1 | 147.1 | 147.7 | 147.7 | 147.7 | 148.1 | 150.5 | 150.5 | 150.5 |
| Textiles; Clothing and footwear | 166.1 | 168.2 | 168.2 | 168.2 | 158.2 | 159.0 | 159.0 | 159.0 | 163.8 | 167.2 | 167.2 | 167.2 |
| Metal products, machinery and equipment | 144.5 | 147.1 | 147.1 | 147.1 | 151.3 | 153.3 | 153.3 | 153.3 | 147.4 | 150.3 | 150.3 | 150.3 |
| Other manufacturing(a) | 148.6 | 151.7 | 151.7 | 151.7 | 156.9 | 158.1 | 158.1 | 158.1 | 147.4 | 150.6 | 150.6 | 150.6 |
| Wholesale and retail trade | 148.4 | 151.0 | 151.0 | 151.0 | 150.5 | 150.9 | 150.9 | 150.9 | 151.5 | 154.5 | 154.5 | 154.5 |
| Wholesale trade | 145.3 | 148.2 | 148.2 | 148.2 | 148.9 | 149.5 | 149.5 | 149.5 | 149.3 | 152.3 | 152.3 | 152.3 |
| Retail trade | 151.1 | 153.5 | 153.5 | 153.5 | 151.3 | 151.7 | 151.7 | 151.7 | 152.3 | 155.2 | 155.3 | 155.3 |
| Transport and storage | 137.5 | 138.8 | 138.8 | 138.8 | 144.0 | 145.0 | 145.0 | 145.0 | 141.5 | 144.4 | 144.4 | 144.4 |
| Finance, property and business services | 138.8 | 140.2 | 140.2 | 140.2 | 146.4 | 146.7 | 146.7 | 146.7 | 147.2 | 148.7 | 148.7 | 148.7 |
| Community services | 149.2 | 150.4 | 150.4 | 150.4 | 149.2 | 153.6 | 153.6 | 153.6 | 145.0 | 147.1 | 147.1 | 147.1 |
| All industries(b) | 146.1 | 148.1 | 148.1 | 148.1 | 149.3 | 151.5 | 151.5 | 151.5 | 147.7 | 149.9 | 149.9 | 150.0 |
| PERSONS | | | | | | | | | | | | |
| Mining | 151.6 | 153.7 | 153.8 | 153.7 | 138.5 | 138.7 | 138.7 | 138.7 | 147.2 | 148.4 | 148.4 | 148.4 |
| Manufacturing | 144.1 | 145.5 | 145.5 | 145.5 | 150.0 | 151.4 | 151.4 | 151.4 | 146.5 | 149.2 | 149.2 | 149.2 |
| Food, beverages and tobacco | 142.7 | 143.1 | 143.1 | 143.1 | 144.6 | 145.3 | 145.3 | 145.3 | 144.2 | 146.2 | 146.2 | 146.2 |
| Textiles; Clothing and footwear | 166.0 | 167.7 | 167.7 | 167.7 | 157.6 | 158.6 | 158.6 | 158.6 | 162.6 | 165.9 | 165.9 | 165.9 |
| Chemicals, petroleum, coal | 138.7 | 140.4 | 140.4 | 140.4 | 145.3 | 147.6 | 147.6 | 147.6 | 140.7 | 142.1 | 142.1 | 142.1 |
| Metal products, machinery and equipment | 141.5 | 143.1 | 143.1 | 143.1 | 148.9 | 150.6 | 150.6 | 150.6 | 148.9 | 152.4 | 152.4 | 152.4 |
| Basic metal products | 133.8 | 134.2 | 134.2 | 134.2 | 151.0 | 152.0 | 152.0 | 152.0 | 137.4 | 137.7 | 137.7 | 137.7 |
| Fabricated metal products: | | | | | | | | | | | | |
| Other machinery and equipment | 145.1 | 147.4 | 147.4 | 147.4 | 151.6 | 154.0 | 154.0 | 154.0 | 152.2 | 155.8 | 155.8 | 155.8 |
| Transport equipment | 142.0 | 143.3 | 143.3 | 143.3 | 146.1 | 147.5 | 147.5 | 147.5 | 148.3 | 153.7 | 153.7 | 153.7 |
| Other manufacturing(a) | 148.5 | 150.9 | 150.9 | 150.9 | 155.5 | 157.4 | 157.4 | 157.4 | 143.1 | 145.7 | 145.7 | 145.7 |
| Construction | 139.1 | 140.9 | 140.9 | 141.0 | 142.6 | 144.4 | 144.4 | 144.4 | 143.1 | 145.5 | 145.5 | 145.5 |
| Wholesale and retail trade | 150.1 | 152.5 | 152.5 | 152.5 | 152.3 | 153.6 | 153.6 | 153.6 | 149.2 | 151.6 | 151.7 | 151.7 |
| Wholesale trade | 146.0 | 148.1 | 148.2 | 148.2 | 150.5 | 152.0 | 152.0 | 152.0 | 146.2 | 148.1 | 148.1 | 148.1 |
| Retail trade | 154.3 | 156.9 | 156.9 | 156.9 | 153.7 | 154.9 | 154.9 | 154.9 | 150.9 | 153.6 | 153.7 | 153.7 |
| Transport and storage | 135.3 | 136.3 | 136.3 | 136.3 | 140.9 | 141.8 | 141.8 | 141.8 | 144.2 | 149.7 | 149.7 | 149.7 |
| Finance, property and business services | 140.0 | 141.2 | 141.4 | 141.4 | 145.2 | 145.7 | 145.7 | 145.7 | 145.8 | 147.0 | 147.0 | 147.0 |
| Community services | 145.0 | 145.9 | 145.9 | 145.9 | 146.6 | 150.7 | 150.7 | 150.7 | 143.8 | 145.4 | 145.4 | 145.4 |
| All industries(b) | 142.8 | 144.3 | 144.3 | 144.3 | 147.0 | 148.8 | 148.8 | 148.8 | 145.4 | 147.5 | 147.5 | 147.5 |

For footnotes see end of table.

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA *continued*
BASE : JUNE 1985 = 100.0

| Industry (ASIC) | SA | | | | WA | | | | Tas. | | | |
|--|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Mining | 140.5 | 141.0 | 141.0 | 141.0 | 134.3 | 134.7 | 134.7 | 134.7 | 137.7 | 137.7 | 137.7 | 137.7 |
| Manufacturing | 150.4 | 153.3 | 153.3 | 153.3 | 145.2 | 146.8 | 146.9 | 146.9 | 149.4 | 151.7 | 151.7 | 151.7 |
| Food, beverages and tobacco | 151.9 | 154.3 | 154.3 | 154.3 | 141.8 | 143.5 | 143.6 | 143.6 | 145.2 | 145.8 | 145.8 | 145.8 |
| Textiles; Clothing and footwear | 159.9 | 161.9 | 161.9 | 161.9 | 166.9 | 170.0 | 170.0 | 170.0 | 157.2 | 157.6 | 157.6 | 157.6 |
| Chemicals, petroleum, coal | 163.7 | 167.0 | 167.0 | 167.0 | 136.5 | 136.6 | 136.6 | 136.6 | 139.7 | 139.7 | 139.7 | 139.7 |
| Metal products, machinery and equipment | 148.8 | 151.9 | 151.9 | 151.9 | 147.9 | 149.4 | 149.4 | 149.4 | 144.0 | 144.3 | 144.3 | 144.3 |
| Basic metal products | 149.3 | 152.1 | 152.2 | 152.2 | 148.1 | 148.5 | 148.5 | 148.5 | 143.4 | 143.5 | 143.5 | 143.5 |
| Fabricated metal products; Other machinery and equipment | 151.4 | 154.3 | 154.3 | 154.3 | 151.4 | 154.2 | 154.2 | 154.2 | 138.6 | 139.4 | 139.4 | 139.4 |
| Transport equipment | 146.9 | 150.3 | 150.3 | 150.3 | 139.6 | 140.0 | 140.0 | 140.0 | 153.7 | 156.4 | 156.4 | 156.4 |
| Other manufacturing(a) | 152.8 | 155.4 | 155.4 | 155.4 | 145.6 | 147.7 | 147.7 | 147.7 | 163.0 | 166.0 | 166.0 | 166.0 |
| Construction | 146.6 | 148.2 | 148.2 | 148.2 | 144.5 | 145.9 | 145.9 | 145.9 | 144.0 | 145.2 | 145.2 | 145.2 |
| Wholesale and retail trade | 155.2 | 157.4 | 157.4 | 157.4 | 148.3 | 150.4 | 150.4 | 150.4 | 142.9 | 143.4 | 143.4 | 143.4 |
| Wholesale trade | 150.6 | 152.7 | 152.7 | 152.7 | 147.4 | 149.5 | 149.5 | 149.5 | 142.5 | 143.5 | 143.5 | 143.5 |
| Retail trade | 160.0 | 162.5 | 162.5 | 162.5 | 148.7 | 150.8 | 150.8 | 150.8 | 143.2 | 143.4 | 143.4 | 143.4 |
| Transport and storage | 143.4 | 144.5 | 144.5 | 144.5 | 141.1 | 142.0 | 142.0 | 142.0 | 143.6 | 144.3 | 144.3 | 144.3 |
| Finance, property and business services | 142.0 | 142.3 | 142.3 | 142.3 | 139.4 | 140.4 | 140.4 | 140.4 | 138.9 | 138.9 | 138.9 | 138.9 |
| Community services | 144.2 | 145.7 | 145.7 | 145.7 | 142.7 | 143.8 | 143.8 | 143.8 | 145.6 | 146.6 | 146.6 | 146.6 |
| <i>All industries(b)</i> | <i>146.9</i> | <i>148.7</i> | <i>148.7</i> | <i>148.7</i> | <i>142.7</i> | <i>144.2</i> | <i>144.2</i> | <i>144.2</i> | <i>144.7</i> | <i>145.7</i> | <i>145.7</i> | <i>145.7</i> |
| FEMALES | | | | | | | | | | | | |
| Manufacturing | 150.3 | 153.1 | 153.1 | 153.1 | 149.5 | 151.6 | 151.7 | 151.7 | 154.0 | 154.7 | 154.7 | 154.7 |
| Food, beverages and tobacco | 143.9 | 146.3 | 146.3 | 146.3 | 143.9 | 144.7 | 144.9 | 144.9 | 149.5 | 149.5 | 149.5 | 149.5 |
| Textiles; Clothing and footwear | 165.0 | 168.3 | 168.3 | 168.3 | 165.5 | 168.9 | 168.9 | 168.9 | 167.3 | 168.0 | 168.0 | 168.0 |
| Metal products, machinery and equipment | 152.8 | 156.1 | 156.1 | 156.1 | 150.0 | 153.0 | 153.0 | 153.0 | 151.1 | 154.3 | 154.3 | 154.3 |
| Other manufacturing(a) | 152.7 | 155.4 | 155.5 | 155.5 | 148.9 | 151.7 | 151.7 | 151.7 | .. | .. | .. | .. |
| Wholesale and retail trade | 151.8 | 154.1 | 154.1 | 154.1 | 152.0 | 155.0 | 155.0 | 155.0 | 142.5 | 142.5 | 142.5 | 142.5 |
| Wholesale trade | 152.7 | 155.2 | 155.2 | 155.2 | 148.0 | 150.8 | 150.8 | 150.8 | 143.8 | 143.8 | 143.8 | 143.8 |
| Retail trade | 151.5 | 153.7 | 153.7 | 153.7 | 153.1 | 156.2 | 156.2 | 156.2 | 142.2 | 142.2 | 142.2 | 142.2 |
| Transport and storage | 147.1 | 150.0 | 150.0 | 150.0 | 145.1 | 147.4 | 147.4 | 147.4 | 141.0 | 141.3 | 141.3 | 141.3 |
| Finance, property and business services | 148.4 | 150.1 | 150.1 | 150.1 | 140.1 | 141.5 | 141.5 | 141.5 | 141.6 | 141.6 | 141.6 | 141.6 |
| Community services | 147.7 | 150.4 | 150.4 | 150.4 | 145.3 | 147.6 | 147.6 | 147.6 | 144.1 | 144.4 | 144.7 | 144.7 |
| <i>All industries(b)</i> | <i>148.7</i> | <i>151.2</i> | <i>151.2</i> | <i>151.2</i> | <i>146.7</i> | <i>149.1</i> | <i>149.1</i> | <i>149.1</i> | <i>145.7</i> | <i>146.4</i> | <i>146.5</i> | <i>146.5</i> |
| PERSONS | | | | | | | | | | | | |
| Mining | 141.8 | 142.3 | 142.3 | 142.3 | 134.1 | 134.5 | 134.5 | 134.5 | 137.7 | 137.7 | 137.7 | 137.7 |
| Manufacturing | 150.4 | 153.3 | 153.3 | 153.3 | 145.9 | 147.6 | 147.6 | 147.6 | 150.0 | 152.1 | 152.1 | 152.1 |
| Food, beverages and tobacco | 148.3 | 150.6 | 150.6 | 150.6 | 142.2 | 143.7 | 143.8 | 143.8 | 146.2 | 146.7 | 146.7 | 146.7 |
| Textiles; Clothing and footwear | 163.5 | 166.5 | 166.5 | 166.5 | 165.5 | 168.9 | 168.9 | 168.9 | 161.0 | 161.6 | 161.6 | 161.6 |
| Chemicals, petroleum, coal | 157.9 | 160.8 | 160.8 | 160.8 | 136.8 | 136.9 | 136.9 | 136.9 | 139.7 | 139.7 | 139.7 | 139.7 |
| Metal products, machinery and equipment | 149.4 | 152.5 | 152.6 | 152.6 | 148.1 | 149.7 | 149.7 | 149.7 | 144.1 | 144.5 | 144.5 | 144.5 |
| Basic metal products | 149.8 | 152.5 | 152.7 | 152.7 | 148.1 | 148.6 | 148.6 | 148.6 | 143.4 | 143.5 | 143.5 | 143.5 |
| Fabricated metal products; Other machinery and equipment | 151.7 | 154.6 | 154.6 | 154.6 | 151.4 | 154.2 | 154.2 | 154.2 | 138.6 | 139.4 | 139.4 | 139.4 |
| Transport equipment | 147.8 | 151.2 | 151.2 | 151.2 | 139.9 | 140.5 | 140.5 | 140.5 | 153.3 | 156.1 | 156.1 | 156.1 |
| Other manufacturing(a) | 152.8 | 155.4 | 155.4 | 155.4 | 145.8 | 148.0 | 148.0 | 148.0 | 163.0 | 166.0 | 166.0 | 166.0 |
| Construction | 146.7 | 148.3 | 148.3 | 148.3 | 144.6 | 146.0 | 146.0 | 146.0 | 144.0 | 145.1 | 145.1 | 145.1 |
| Wholesale and retail trade | 154.0 | 156.2 | 156.2 | 156.2 | 149.4 | 151.7 | 151.7 | 151.7 | 142.7 | 143.0 | 143.0 | 143.0 |
| Wholesale trade | 151.1 | 153.2 | 153.2 | 153.2 | 147.6 | 149.7 | 149.7 | 149.7 | 142.7 | 143.5 | 143.5 | 143.5 |
| Retail trade | 156.3 | 158.6 | 158.6 | 158.6 | 150.2 | 152.6 | 152.6 | 152.6 | 142.7 | 142.8 | 142.8 | 142.8 |
| Transport and storage | 143.8 | 145.0 | 145.0 | 145.0 | 141.5 | 142.6 | 142.6 | 142.6 | 143.3 | 143.9 | 143.9 | 143.9 |
| Finance, property and business services | 145.2 | 146.2 | 146.2 | 146.2 | 139.8 | 141.0 | 141.0 | 141.0 | 139.5 | 139.6 | 139.6 | 139.6 |
| Community services | 145.9 | 148.0 | 148.0 | 148.0 | 144.0 | 145.8 | 145.8 | 145.8 | 144.8 | 145.5 | 145.7 | 145.7 |
| <i>All industries(b)</i> | <i>147.4</i> | <i>149.4</i> | <i>149.4</i> | <i>149.4</i> | <i>143.9</i> | <i>145.6</i> | <i>145.6</i> | <i>145.6</i> | <i>145.0</i> | <i>145.9</i> | <i>145.9</i> | <i>145.9</i> |

For footnotes see end of table.

TABLE 7. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued
BASE : JUNE 1985 = 100.0

| Industry (ASIC) | NT | | | | ACT | | | | Aust | | | |
|---|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Mining | 144.7 | 144.7 | 144.7 | 144.7 | .. | .. | .. | .. | 145.2 | 146.4 | 146.5 | 146.4 |
| Manufacturing | 147.7 | 148.8 | 148.8 | 148.8 | 147.5 | 150.1 | 150.1 | 150.1 | 146.3 | 148.0 | 148.0 | 148.0 |
| Food, beverages and tobacco | 156.3 | 159.2 | 159.2 | 159.2 | 151.9 | 155.1 | 155.1 | 155.1 | 143.9 | 144.9 | 144.9 | 144.9 |
| Textiles; Clothing and footwear | .. | .. | .. | .. | .. | .. | .. | .. | 158.9 | 160.2 | 160.2 | 160.2 |
| Chemicals, petroleum, coal | .. | .. | .. | .. | .. | .. | .. | .. | 140.3 | 141.9 | 141.9 | 141.9 |
| Metal products, machinery and equipment | 143.8 | 144.2 | 144.2 | 144.2 | 147.1 | 149.2 | 149.2 | 149.2 | 145.6 | 147.5 | 147.5 | 147.5 |
| Basic metal products | 138.5 | 138.5 | 138.5 | 138.5 | 154.5 | 157.4 | 157.4 | 157.4 | 140.7 | 141.4 | 141.5 | 141.5 |
| Fabricated metal products; | | | | | | | | | | | | |
| Other machinery and equipment | 149.9 | 149.9 | 149.9 | 149.9 | 146.7 | 148.8 | 148.8 | 148.8 | 148.8 | 151.4 | 151.4 | 151.4 |
| Transport equipment | 152.1 | 154.6 | 154.6 | 154.6 | 155.3 | 157.3 | 157.3 | 157.3 | 144.7 | 146.6 | 146.6 | 146.6 |
| Other manufacturing(a) | 147.4 | 147.4 | 147.4 | 147.4 | 137.9 | 140.5 | 140.5 | 140.5 | 150.5 | 152.7 | 152.7 | 152.7 |
| Construction | 144.9 | 144.9 | 144.9 | 144.9 | 147.0 | 152.3 | 152.3 | 152.3 | 142.1 | 144.0 | 144.0 | 144.0 |
| Wholesale and retail trade | 152.1 | 154.5 | 154.5 | 154.5 | 151.3 | 153.5 | 153.5 | 153.5 | 151.2 | 153.2 | 153.2 | 153.2 |
| Wholesale trade | 150.5 | 152.2 | 152.2 | 152.2 | 146.8 | 148.7 | 148.7 | 148.7 | 148.0 | 149.8 | 149.8 | 149.8 |
| Retail trade | 152.7 | 155.3 | 155.3 | 155.3 | 153.1 | 155.3 | 155.3 | 155.3 | 154.0 | 156.3 | 156.3 | 156.3 |
| Transport and storage | 137.8 | 138.4 | 138.4 | 138.4 | 148.6 | 155.1 | 155.1 | 155.1 | 139.4 | 141.2 | 141.2 | 141.2 |
| Finance, property and business services | 139.9 | 140.5 | 140.5 | 140.5 | 142.0 | 144.5 | 144.5 | 144.5 | 142.2 | 142.9 | 143.1 | 143.1 |
| Community services | 146.2 | 146.2 | 146.2 | 146.2 | 144.5 | 146.3 | 146.3 | 146.3 | 142.4 | 144.0 | 144.0 | 144.0 |
| All industries(b) | 144.6 | 145.1 | 145.1 | 145.1 | 147.6 | 152.1 | 152.1 | 152.1 | 143.9 | 145.5 | 145.5 | 145.5 |
| FEMALES | | | | | | | | | | | | |
| Manufacturing | 153.5 | 156.1 | 156.1 | 156.1 | 149.8 | 153.0 | 153.0 | 153.0 | 151.3 | 153.1 | 153.1 | 153.1 |
| Food, beverages and tobacco | 153.5 | 156.1 | 156.1 | 156.1 | 154.8 | 157.9 | 157.9 | 157.9 | 144.7 | 145.8 | 145.8 | 145.8 |
| Textiles; Clothing and footwear | .. | .. | .. | .. | 162.3 | 165.7 | 165.7 | 165.7 | 160.5 | 161.9 | 161.9 | 161.9 |
| Metal products, machinery and equipment | .. | .. | .. | .. | 150.3 | 152.8 | 152.8 | 152.8 | 148.8 | 151.3 | 151.3 | 151.3 |
| Other manufacturing(a) | .. | .. | .. | .. | 153.0 | 156.4 | 156.4 | 156.4 | 152.3 | 154.6 | 154.6 | 154.6 |
| Wholesale and retail trade | 154.0 | 157.2 | 157.2 | 157.2 | 151.7 | 154.5 | 154.5 | 154.5 | 150.0 | 152.1 | 152.1 | 152.1 |
| Wholesale trade | 155.0 | 158.3 | 158.3 | 158.3 | 151.3 | 154.3 | 154.3 | 154.3 | 147.5 | 149.7 | 149.7 | 149.7 |
| Retail trade | 153.5 | 156.6 | 156.6 | 156.6 | 151.8 | 154.5 | 154.5 | 154.5 | 151.4 | 153.3 | 153.3 | 153.3 |
| Transport and storage | 144.6 | 145.5 | 145.5 | 145.5 | 146.5 | 150.4 | 150.4 | 150.4 | 140.8 | 142.4 | 142.4 | 142.4 |
| Finance, property and business services | 145.2 | 146.9 | 146.9 | 146.9 | 141.9 | 144.5 | 144.5 | 144.5 | 143.0 | 144.1 | 144.1 | 144.1 |
| Community services | 149.4 | 149.4 | 149.4 | 149.4 | 143.1 | 144.3 | 144.3 | 144.3 | 147.7 | 150.0 | 150.0 | 150.0 |
| All industries(b) | 148.1 | 149.4 | 149.4 | 149.4 | 147.2 | 151.2 | 151.2 | 151.2 | 147.6 | 149.7 | 149.7 | 149.7 |
| PERSONS | | | | | | | | | | | | |
| Mining | 144.9 | 144.9 | 144.9 | 144.9 | .. | .. | .. | .. | 145.0 | 146.2 | 146.2 | 146.2 |
| Manufacturing | 148.5 | 149.8 | 149.8 | 149.8 | 148.0 | 150.7 | 150.7 | 150.7 | 147.4 | 149.1 | 149.1 | 149.1 |
| Food, beverages and tobacco | 155.3 | 158.1 | 158.1 | 158.1 | 153.9 | 157.0 | 157.0 | 157.0 | 144.1 | 145.1 | 145.1 | 145.1 |
| Textiles; Clothing and footwear | .. | .. | .. | .. | 162.3 | 165.7 | 165.7 | 165.7 | 160.0 | 161.3 | 161.3 | 161.3 |
| Chemicals, petroleum, coal | .. | .. | .. | .. | .. | .. | .. | .. | 141.5 | 143.4 | 143.4 | 143.4 |
| Metal products, machinery and equipment | 143.8 | 144.2 | 144.2 | 144.2 | 147.7 | 149.8 | 149.8 | 149.8 | 146.0 | 148.0 | 148.0 | 148.0 |
| Basic metal products | 138.5 | 138.5 | 138.5 | 138.5 | 154.5 | 157.4 | 157.4 | 157.4 | 140.8 | 141.5 | 141.5 | 141.5 |
| Fabricated metal products; | | | | | | | | | | | | |
| Other machinery and equipment | 149.9 | 149.9 | 149.9 | 149.9 | 147.4 | 149.5 | 149.5 | 149.5 | 148.8 | 151.4 | 151.4 | 151.4 |
| Transport equipment | 152.1 | 154.6 | 154.6 | 154.6 | 155.3 | 157.3 | 157.3 | 157.3 | 145.5 | 147.4 | 147.4 | 147.4 |
| Other manufacturing(a) | 147.4 | 147.4 | 147.4 | 147.4 | 139.9 | 142.6 | 142.6 | 142.6 | 150.8 | 153.1 | 153.1 | 153.1 |
| Construction | 145.0 | 145.2 | 145.2 | 145.2 | 146.9 | 152.3 | 152.3 | 152.3 | 142.3 | 144.2 | 144.2 | 144.2 |
| Wholesale and retail trade | 152.8 | 155.5 | 155.5 | 155.5 | 151.5 | 153.8 | 153.8 | 153.8 | 150.8 | 152.8 | 152.9 | 152.9 |
| Wholesale trade | 152.5 | 154.8 | 154.8 | 154.8 | 147.6 | 149.7 | 149.7 | 149.7 | 147.9 | 149.8 | 149.8 | 149.8 |
| Retail trade | 153.0 | 155.7 | 155.7 | 155.7 | 152.5 | 155.0 | 155.0 | 155.0 | 153.0 | 155.1 | 155.1 | 155.1 |
| Transport and storage | 139.1 | 139.8 | 139.8 | 139.8 | 148.4 | 154.6 | 154.6 | 154.6 | 139.6 | 141.4 | 141.4 | 141.4 |
| Finance, property and business services | 142.4 | 143.6 | 143.6 | 143.6 | 141.9 | 144.5 | 144.5 | 144.5 | 142.6 | 143.5 | 143.6 | 143.6 |
| Community services | 148.2 | 148.2 | 148.2 | 148.2 | 143.9 | 145.4 | 145.4 | 145.4 | 145.2 | 147.2 | 147.2 | 147.2 |
| All industries(b) | 146.0 | 146.8 | 146.8 | 146.8 | 147.4 | 151.8 | 151.8 | 151.8 | 145.0 | 146.8 | 146.8 | 146.8 |

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.

(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA
BASE : JUNE 1985 = 100.0

| Occupation | NSW | | | | Vic. | | | | Qld | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Managers and administrators | 137.6 | 138.4 | 138.5 | 138.5 | 143.3 | 145.0 | 145.0 | 145.0 | 138.0 | 139.4 | 139.4 | 139.5 |
| Para-professionals | 137.8 | 138.4 | 138.4 | 138.4 | 143.1 | 144.0 | 144.0 | 144.0 | 140.5 | 141.9 | 141.9 | 141.9 |
| Engineering etc | 139.2 | 140.4 | 140.4 | 140.4 | 139.4 | 140.7 | 140.7 | 140.7 | 136.8 | 137.9 | 137.9 | 137.9 |
| Police | 138.6 | 138.6 | 138.6 | 138.6 | 155.4 | 155.4 | 155.4 | 155.4 | 147.0 | 149.0 | 149.0 | 149.0 |
| Other para-professionals | 136.5 | 137.0 | 137.0 | 137.0 | 140.5 | 141.5 | 141.5 | 141.5 | 139.9 | 141.2 | 141.2 | 141.2 |
| Tradespersons | 142.6 | 144.0 | 144.0 | 144.0 | 146.8 | 148.2 | 148.2 | 148.2 | 145.2 | 147.8 | 147.8 | 147.8 |
| Metal | 141.5 | 142.8 | 142.8 | 142.8 | 148.1 | 149.8 | 149.8 | 149.8 | 147.7 | 150.6 | 150.6 | 150.6 |
| Electrical and electronic | 138.2 | 139.1 | 139.1 | 139.1 | 139.2 | 139.7 | 139.7 | 139.7 | 138.6 | 140.3 | 140.3 | 140.3 |
| Building | 138.7 | 140.1 | 140.1 | 140.1 | 146.4 | 148.1 | 148.1 | 148.1 | 144.3 | 147.3 | 147.3 | 147.3 |
| Vehicle | 153.0 | 155.1 | 155.1 | 155.1 | 155.3 | 157.3 | 157.3 | 157.3 | 151.1 | 153.8 | 154.1 | 154.2 |
| Other | 146.7 | 148.2 | 148.2 | 148.2 | 148.3 | 149.5 | 149.5 | 149.5 | 146.2 | 148.8 | 148.8 | 148.8 |
| Clerks | 140.2 | 141.9 | 141.9 | 141.9 | 142.3 | 143.7 | 143.7 | 143.7 | 142.1 | 143.4 | 143.4 | 143.4 |
| Salespersons and personal service workers | 145.9 | 147.7 | 148.0 | 148.0 | 148.2 | 148.8 | 148.8 | 148.8 | 146.3 | 147.8 | 147.8 | 147.9 |
| Labourers and related workers | 140.7 | 141.8 | 141.9 | 141.9 | 147.5 | 149.1 | 149.1 | 149.1 | 148.1 | 150.9 | 150.9 | 151.0 |
| Trades assistants and factory hands | 142.8 | 144.1 | 144.1 | 144.1 | 149.5 | 151.0 | 151.0 | 151.0 | 147.4 | 150.3 | 150.3 | 150.3 |
| Construction and mining labourers | 137.8 | 138.7 | 138.7 | 138.7 | 144.9 | 146.1 | 146.1 | 146.1 | 145.2 | 148.5 | 148.5 | 148.5 |
| Other labourers | 140.5 | 141.5 | 141.5 | 141.5 | 146.4 | 148.1 | 148.1 | 148.1 | 149.4 | 152.1 | 152.1 | 152.2 |
| <i>All occupation groups</i> | <i>141.3</i> | <i>142.6</i> | <i>142.6</i> | <i>142.6</i> | <i>145.8</i> | <i>147.5</i> | <i>147.5</i> | <i>147.5</i> | <i>144.4</i> | <i>146.4</i> | <i>146.4</i> | <i>146.5</i> |
| FEMALES | | | | | | | | | | | | |
| Managers and administrators | 144.5 | 146.4 | 146.4 | 146.4 | 148.9 | 151.2 | 151.2 | 151.2 | 149.7 | 152.9 | 152.9 | 153.0 |
| Para-professionals | 156.5 | 157.3 | 157.3 | 157.3 | 158.4 | 159.2 | 159.2 | 159.2 | 148.9 | 151.4 | 151.4 | 151.4 |
| Registered nurses | 165.3 | 166.1 | 166.1 | 166.1 | 166.8 | 166.8 | 166.8 | 166.8 | 151.5 | 154.5 | 154.5 | 154.5 |
| Other para-professionals | 142.0 | 142.8 | 142.8 | 142.8 | 146.1 | 148.1 | 148.1 | 148.1 | 142.5 | 143.9 | 143.9 | 143.9 |
| Tradespersons | 144.6 | 147.2 | 147.2 | 147.2 | 148.9 | 149.6 | 149.6 | 149.6 | 153.7 | 156.6 | 156.6 | 156.7 |
| Clerks | 143.8 | 146.2 | 146.2 | 146.2 | 145.2 | 146.1 | 146.1 | 146.1 | 146.2 | 148.2 | 148.2 | 148.2 |
| Stenographers | 142.5 | 144.8 | 144.8 | 144.8 | 144.3 | 144.9 | 144.9 | 144.9 | 145.7 | 147.7 | 147.7 | 147.8 |
| Receptionists | 146.3 | 149.8 | 149.8 | 149.8 | 146.2 | 147.1 | 147.1 | 147.1 | 147.2 | 149.3 | 149.3 | 149.3 |
| Salespersons and personal service workers | 152.2 | 154.8 | 154.9 | 154.9 | 151.7 | 151.9 | 151.9 | 151.9 | 150.9 | 153.2 | 153.2 | 153.4 |
| Labourers and related workers | 140.9 | 142.3 | 142.3 | 142.3 | 149.4 | 150.9 | 150.9 | 150.9 | 148.5 | 151.4 | 151.4 | 151.6 |
| Trades assistants and factory hands | 145.4 | 147.2 | 147.2 | 147.2 | 152.5 | 154.4 | 154.4 | 154.4 | 149.0 | 151.3 | 151.3 | 151.3 |
| Cleaners | 126.1 | 126.8 | 126.8 | 126.8 | 144.4 | 146.3 | 146.3 | 146.3 | 147.9 | 150.9 | 150.9 | 150.9 |
| Other labourers | 145.0 | 146.5 | 146.5 | 146.5 | 146.0 | 146.9 | 146.9 | 146.9 | 148.3 | 151.5 | 151.5 | 151.7 |
| <i>All occupation groups</i> | <i>146.1</i> | <i>148.1</i> | <i>148.1</i> | <i>148.1</i> | <i>149.3</i> | <i>151.5</i> | <i>151.5</i> | <i>151.5</i> | <i>147.7</i> | <i>149.9</i> | <i>149.9</i> | <i>150.0</i> |
| PERSONS | | | | | | | | | | | | |
| Managers and administrators | 138.7 | 139.8 | 139.8 | 139.9 | 144.7 | 146.5 | 146.5 | 146.5 | 140.2 | 141.9 | 141.9 | 141.9 |
| Para-professionals | 143.3 | 144.0 | 144.0 | 144.0 | 148.1 | 148.9 | 148.9 | 148.9 | 142.8 | 144.5 | 144.5 | 144.5 |
| Engineering etc | 139.0 | 140.2 | 140.2 | 140.2 | 139.2 | 140.4 | 140.4 | 140.4 | 136.8 | 137.8 | 137.8 | 137.8 |
| Registered nurses | 165.4 | 166.1 | 166.1 | 166.1 | 163.5 | 163.5 | 163.5 | 163.5 | 152.0 | 154.7 | 154.7 | 154.7 |
| Police | 139.1 | 139.1 | 139.1 | 139.1 | 155.7 | 155.7 | 155.7 | 155.7 | 146.9 | 148.9 | 148.9 | 148.9 |
| Other para-professionals | 135.8 | 136.3 | 136.3 | 136.3 | 141.1 | 142.7 | 142.7 | 142.7 | 139.1 | 140.4 | 140.4 | 140.4 |
| Tradespersons | 142.8 | 144.2 | 144.2 | 144.2 | 147.0 | 148.3 | 148.3 | 148.3 | 146.0 | 148.5 | 148.6 | 148.6 |
| Metal | 141.7 | 143.0 | 143.0 | 143.0 | 148.2 | 149.9 | 149.9 | 149.9 | 147.7 | 150.5 | 150.6 | 150.6 |
| Electrical and electronic | 138.4 | 139.2 | 139.2 | 139.2 | 139.1 | 139.6 | 139.6 | 139.6 | 138.7 | 140.3 | 140.3 | 140.3 |
| Building | 138.8 | 140.2 | 140.2 | 140.2 | 146.5 | 148.1 | 148.1 | 148.1 | 144.5 | 147.5 | 147.5 | 147.5 |
| Vehicle | 153.0 | 155.1 | 155.1 | 155.1 | 154.9 | 156.9 | 156.9 | 156.9 | 151.1 | 153.8 | 154.1 | 154.1 |
| Clerks | 142.4 | 144.5 | 144.5 | 144.5 | 144.0 | 145.2 | 145.2 | 145.2 | 144.4 | 146.1 | 146.1 | 146.2 |
| Stenographers | 142.2 | 144.3 | 144.3 | 144.3 | 144.0 | 144.7 | 144.7 | 144.7 | 145.1 | 146.9 | 146.9 | 147.0 |
| Receptionists | 144.5 | 147.5 | 147.5 | 147.5 | 144.8 | 146.0 | 146.0 | 146.0 | 145.8 | 147.8 | 147.8 | 147.8 |
| Salespersons and personal service workers | 149.2 | 151.4 | 151.6 | 151.6 | 149.8 | 150.2 | 150.2 | 150.2 | 148.6 | 150.5 | 150.5 | 150.7 |
| Labourers and related workers | 140.8 | 141.9 | 142.0 | 142.0 | 148.0 | 149.5 | 149.5 | 149.5 | 148.1 | 151.0 | 151.0 | 151.1 |
| Trades assistants and factory hands | 143.4 | 144.8 | 144.8 | 144.8 | 150.4 | 152.0 | 152.0 | 152.0 | 147.6 | 150.4 | 150.4 | 150.4 |
| Construction and mining labourers | 138.0 | 138.9 | 138.9 | 138.9 | 145.2 | 146.5 | 146.5 | 146.5 | 145.2 | 148.6 | 148.6 | 148.6 |
| Cleaners | 134.0 | 134.7 | 134.7 | 134.7 | 146.8 | 148.9 | 148.9 | 148.9 | 150.1 | 152.5 | 152.5 | 152.6 |
| Other labourers | 142.1 | 143.3 | 143.3 | 143.3 | 145.9 | 147.2 | 147.2 | 147.2 | 148.6 | 151.7 | 151.7 | 151.8 |
| <i>All occupation groups</i> | <i>142.8</i> | <i>144.3</i> | <i>144.3</i> | <i>144.3</i> | <i>147.0</i> | <i>148.8</i> | <i>148.8</i> | <i>148.8</i> | <i>145.4</i> | <i>147.5</i> | <i>147.5</i> | <i>147.5</i> |

For footnotes see end of table.

TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued
BASE : JUNE 1985 = 100.0

| Occupation | SA | | | | WA | | | | Tas. | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Managers and administrators | 144.8 | 145.9 | 145.9 | 145.9 | 139.8 | 140.9 | 140.9 | 140.9 | 138.2 | 138.4 | 138.4 | 138.4 |
| Para-professionals | 143.3 | 144.8 | 144.8 | 144.8 | 144.2 | 145.0 | 145.0 | 145.0 | 137.9 | 138.3 | 138.4 | 138.4 |
| Engineering etc | 139.5 | 140.5 | 140.7 | 140.7 | 138.6 | 139.7 | 139.7 | 139.7 | 135.2 | 135.2 | 135.2 | 135.2 |
| Police | 152.3 | 154.2 | 154.2 | 154.2 | 164.7 | 164.7 | 164.7 | 164.7 | 128.7 | 128.7 | 128.7 | 128.7 |
| Other para-professionals | 142.4 | 144.0 | 144.0 | 144.0 | 140.0 | 140.9 | 140.9 | 140.9 | 143.2 | 144.1 | 144.2 | 144.2 |
| Tradespersons | 149.1 | 151.1 | 151.1 | 151.1 | 142.3 | 143.7 | 143.7 | 143.7 | 143.5 | 144.2 | 144.2 | 144.2 |
| Metal | 149.5 | 152.2 | 152.2 | 152.2 | 145.0 | 146.4 | 146.4 | 146.4 | 143.4 | 144.0 | 144.0 | 144.0 |
| Electrical and electronic | 143.6 | 144.4 | 144.4 | 144.4 | 138.9 | 139.2 | 139.2 | 139.2 | 135.0 | 135.1 | 135.1 | 135.1 |
| Building | 148.9 | 150.2 | 150.2 | 150.2 | 140.3 | 142.4 | 142.4 | 142.4 | 148.8 | 149.6 | 149.6 | 149.6 |
| Vehicle | 158.0 | 160.4 | 160.4 | 160.4 | 145.5 | 147.4 | 147.4 | 147.4 | 145.4 | 145.8 | 145.8 | 145.8 |
| Other | 149.1 | 151.1 | 151.1 | 151.1 | 143.3 | 145.1 | 145.1 | 145.1 | 150.9 | 152.3 | 152.3 | 152.3 |
| Clerks | 143.7 | 145.7 | 145.7 | 145.7 | 141.8 | 144.1 | 144.1 | 144.1 | 141.8 | 143.4 | 143.4 | 143.4 |
| Salespersons and personal service workers | 151.3 | 153.1 | 153.1 | 153.1 | 148.3 | 150.9 | 150.9 | 150.9 | 145.2 | 145.4 | 145.5 | 145.5 |
| Labourers and related workers | 147.1 | 149.0 | 149.0 | 149.0 | 143.5 | 145.1 | 145.1 | 145.1 | 148.9 | 150.0 | 150.0 | 150.0 |
| Trades assistants and factory hands | 149.8 | 152.3 | 152.3 | 152.3 | 145.1 | 146.5 | 146.5 | 146.5 | 148.2 | 150.4 | 150.4 | 150.4 |
| Construction and mining labourers | 142.7 | 143.8 | 143.8 | 143.8 | 141.2 | 142.1 | 142.1 | 142.1 | 151.7 | 152.1 | 152.1 | 152.1 |
| Other labourers | 146.3 | 147.9 | 147.9 | 147.9 | 143.4 | 145.4 | 145.4 | 145.4 | 148.2 | 148.8 | 148.8 | 148.8 |
| <i>All occupation groups</i> | <i>146.9</i> | <i>148.7</i> | <i>148.7</i> | <i>148.7</i> | <i>142.7</i> | <i>144.2</i> | <i>144.2</i> | <i>144.2</i> | <i>144.7</i> | <i>145.7</i> | <i>145.7</i> | <i>145.7</i> |
| FEMALES | | | | | | | | | | | | |
| Managers and administrators | 147.8 | 149.9 | 149.9 | 149.9 | 149.2 | 151.2 | 151.2 | 151.2 | 142.5 | 142.5 | 142.7 | 142.7 |
| Para-professionals | 150.8 | 153.8 | 153.8 | 153.8 | 148.8 | 151.6 | 151.6 | 151.6 | 153.0 | 153.1 | 154.4 | 154.4 |
| Registered nurses | 153.5 | 156.9 | 156.9 | 156.9 | 154.6 | 158.1 | 158.1 | 158.1 | 161.1 | 161.1 | 162.9 | 162.9 |
| Other para-professionals | 146.1 | 148.2 | 148.3 | 148.3 | 136.8 | 138.1 | 138.1 | 138.1 | 136.2 | 136.5 | 136.6 | 136.6 |
| Tradespersons | 153.9 | 156.4 | 156.7 | 156.7 | 170.0 | 173.0 | 173.0 | 173.0 | 147.9 | 148.6 | 148.6 | 148.6 |
| Clerks | 147.7 | 150.2 | 150.2 | 150.2 | 144.2 | 146.7 | 146.7 | 146.7 | 145.5 | 147.0 | 147.0 | 147.0 |
| Stenographers | 150.1 | 152.6 | 152.6 | 152.6 | 141.2 | 143.3 | 143.3 | 143.3 | 142.9 | 144.6 | 144.6 | 144.6 |
| Receptionists | 147.9 | 150.4 | 150.4 | 150.4 | 144.7 | 147.1 | 147.1 | 147.1 | 157.3 | 159.3 | 159.3 | 159.3 |
| Salespersons and personal service workers | 150.4 | 152.4 | 152.4 | 152.4 | 151.5 | 154.7 | 154.7 | 154.7 | 145.4 | 145.5 | 145.8 | 145.8 |
| Labourers and related workers | 147.0 | 149.4 | 149.4 | 149.4 | 145.0 | 148.4 | 148.4 | 148.4 | 144.2 | 144.5 | 144.5 | 144.5 |
| Trades assistants and factory hands | 151.7 | 154.7 | 154.7 | 154.7 | 147.8 | 149.1 | 149.1 | 149.1 | 150.7 | 151.1 | 151.1 | 151.1 |
| Cleaners | 142.8 | 145.3 | 145.3 | 145.3 | 140.1 | 143.5 | 143.5 | 143.5 | 140.9 | 140.9 | 140.9 | 140.9 |
| Other labourers | 144.4 | 146.2 | 146.2 | 146.2 | 145.8 | 149.8 | 149.9 | 149.9 | 144.0 | 144.2 | 144.2 | 144.2 |
| <i>All occupation groups</i> | <i>148.7</i> | <i>151.2</i> | <i>151.2</i> | <i>151.2</i> | <i>146.7</i> | <i>149.1</i> | <i>149.1</i> | <i>149.1</i> | <i>145.7</i> | <i>146.4</i> | <i>146.5</i> | <i>146.5</i> |
| PERSONS | | | | | | | | | | | | |
| Managers and administrators | 145.5 | 147.0 | 147.0 | 147.0 | 142.4 | 143.8 | 143.8 | 143.8 | 138.9 | 139.0 | 139.1 | 139.1 |
| Para-professionals | 145.1 | 146.9 | 146.9 | 146.9 | 146.0 | 147.6 | 147.6 | 147.6 | 142.1 | 142.4 | 142.8 | 142.8 |
| Engineering etc | 139.6 | 140.6 | 140.7 | 140.7 | 138.5 | 139.6 | 139.6 | 139.6 | 135.2 | 135.3 | 135.3 | 135.3 |
| Registered nurses | 153.4 | 156.4 | 156.4 | 156.4 | 153.1 | 156.2 | 156.2 | 156.2 | 161.5 | 161.5 | 162.8 | 162.8 |
| Police | 152.4 | 154.3 | 154.3 | 154.3 | 164.7 | 164.7 | 164.7 | 164.7 | 128.8 | 128.8 | 128.8 | 128.8 |
| Other para-professionals | 142.5 | 144.2 | 144.2 | 144.2 | 138.6 | 139.6 | 139.6 | 139.6 | 138.4 | 139.5 | 139.5 | 139.5 |
| Tradespersons | 149.3 | 151.3 | 151.3 | 151.3 | 144.3 | 145.7 | 145.7 | 145.7 | 143.6 | 144.2 | 144.2 | 144.2 |
| Metal | 149.6 | 152.2 | 152.2 | 152.2 | 145.1 | 146.5 | 146.5 | 146.5 | 143.7 | 144.3 | 144.3 | 144.3 |
| Electrical and electronic | 143.5 | 144.3 | 144.3 | 144.3 | 138.9 | 139.3 | 139.3 | 139.3 | 135.0 | 135.1 | 135.1 | 135.1 |
| Building | 149.2 | 150.5 | 150.6 | 150.6 | 140.4 | 142.5 | 142.5 | 142.5 | 148.8 | 149.6 | 149.6 | 149.6 |
| Vehicle | 158.1 | 160.5 | 160.5 | 160.5 | 145.5 | 147.3 | 147.3 | 147.3 | 145.4 | 145.8 | 145.8 | 145.8 |
| Clerks | 145.9 | 148.3 | 148.3 | 148.3 | 143.1 | 145.5 | 145.5 | 145.5 | 143.5 | 145.1 | 145.1 | 145.1 |
| Stenographers | 149.4 | 151.8 | 151.8 | 151.8 | 141.3 | 143.3 | 143.3 | 143.3 | 142.6 | 144.1 | 144.1 | 144.1 |
| Receptionists | 146.6 | 148.9 | 148.9 | 148.9 | 143.8 | 146.3 | 146.3 | 146.3 | 151.5 | 153.4 | 153.5 | 153.5 |
| Salespersons and personal service workers | 150.9 | 152.8 | 152.8 | 152.8 | 150.0 | 152.9 | 152.9 | 152.9 | 145.3 | 145.5 | 145.6 | 145.6 |
| Labourers and related workers | 147.1 | 149.1 | 149.1 | 149.1 | 143.8 | 145.8 | 145.8 | 145.8 | 147.9 | 148.8 | 148.8 | 148.8 |
| Trades assistants and factory hands | 150.2 | 152.9 | 152.9 | 152.9 | 145.4 | 146.8 | 146.8 | 146.8 | 148.5 | 150.5 | 150.5 | 150.5 |
| Construction and mining labourers | 142.2 | 143.3 | 143.3 | 143.3 | 141.2 | 142.1 | 142.1 | 142.1 | 151.7 | 152.1 | 152.1 | 152.1 |
| Cleaners | 144.5 | 146.2 | 146.2 | 146.2 | 142.3 | 144.9 | 144.9 | 144.9 | 146.0 | 146.2 | 146.2 | 146.2 |
| Other labourers | 145.9 | 147.8 | 147.8 | 147.8 | 144.1 | 146.7 | 146.7 | 146.7 | 146.5 | 147.0 | 147.0 | 147.0 |
| <i>All occupation groups</i> | <i>147.4</i> | <i>149.4</i> | <i>149.4</i> | <i>149.4</i> | <i>143.9</i> | <i>145.6</i> | <i>145.6</i> | <i>145.6</i> | <i>145.0</i> | <i>145.9</i> | <i>145.9</i> | <i>145.9</i> |

For footnotes see end of table.

TABLE 8. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : OCCUPATION, STATES, TERRITORIES AND AUSTRALIA—continued
BASE : JUNE 1985 = 100.0

| Occupation | NT | | | | ACT | | | | Aust. | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Managers and administrators | 141.1 | 141.2 | 141.2 | 141.2 | 148.8 | 154.8 | 154.8 | 154.8 | 140.5 | 142.0 | 142.0 | 142.1 |
| Para-professionals | 144.5 | 144.8 | 144.8 | 144.8 | 148.6 | 151.8 | 151.8 | 151.8 | 141.1 | 142.1 | 142.1 | 142.1 |
| Engineering etc | 137.3 | 137.6 | 137.6 | 137.6 | 146.6 | 152.9 | 152.9 | 152.9 | 139.0 | 140.2 | 140.2 | 140.2 |
| Police | 151.9 | 151.9 | 151.9 | 151.9 | 152.3 | 152.3 | 152.3 | 152.3 | 148.0 | 148.5 | 148.5 | 148.5 |
| Other para-professionals | 145.7 | 146.7 | 146.7 | 146.7 | 147.0 | 150.8 | 150.8 | 150.8 | 139.6 | 140.6 | 140.6 | 140.6 |
| Tradespersons | 146.7 | 147.2 | 147.2 | 147.2 | 149.0 | 153.4 | 153.4 | 153.4 | 144.8 | 146.4 | 146.4 | 146.4 |
| Metal | 147.6 | 147.6 | 147.6 | 147.6 | 150.2 | 156.3 | 156.3 | 156.3 | 145.4 | 147.2 | 147.2 | 147.2 |
| Electrical and electronic | 142.7 | 142.8 | 142.8 | 142.8 | 143.7 | 146.6 | 146.6 | 146.6 | 139.0 | 139.9 | 139.9 | 139.9 |
| Building | 141.8 | 141.8 | 141.8 | 141.8 | 144.4 | 149.7 | 149.7 | 149.7 | 143.1 | 144.9 | 144.9 | 144.9 |
| Vehicle | 149.3 | 150.4 | 150.4 | 150.4 | 159.2 | 163.3 | 163.3 | 163.3 | 153.0 | 155.2 | 155.2 | 155.2 |
| Other | 153.6 | 155.7 | 155.7 | 155.7 | 148.7 | 153.4 | 153.4 | 153.4 | 147.3 | 148.9 | 148.9 | 148.9 |
| Clerks | 141.1 | 142.2 | 142.2 | 142.2 | 149.4 | 155.9 | 155.9 | 155.9 | 142.0 | 143.9 | 143.9 | 143.9 |
| Salespersons and personal service workers | 151.6 | 154.4 | 154.4 | 154.4 | 149.1 | 152.1 | 152.1 | 152.1 | 147.4 | 148.9 | 149.0 | 149.0 |
| Labourers and related workers | 144.7 | 145.2 | 145.2 | 145.2 | 143.6 | 147.0 | 147.0 | 147.0 | 144.8 | 146.4 | 146.4 | 146.4 |
| Trades assistants and factory hands | 144.9 | 145.1 | 145.1 | 145.1 | 145.5 | 149.3 | 149.3 | 149.3 | 146.4 | 148.2 | 148.2 | 148.2 |
| Construction and mining labourers | 142.6 | 142.9 | 142.9 | 142.9 | 140.6 | 143.9 | 143.9 | 143.9 | 141.6 | 143.0 | 143.0 | 143.0 |
| Other labourers | 145.8 | 146.8 | 146.8 | 146.8 | 144.1 | 147.6 | 147.6 | 147.6 | 144.7 | 146.4 | 146.4 | 146.4 |
| <i>All occupation groups</i> | <i>144.6</i> | <i>145.1</i> | <i>145.1</i> | <i>145.1</i> | <i>147.6</i> | <i>152.1</i> | <i>152.1</i> | <i>152.1</i> | <i>143.9</i> | <i>145.5</i> | <i>145.5</i> | <i>145.5</i> |
| FEMALES | | | | | | | | | | | | |
| Managers and administrators | 150.8 | 151.8 | 151.8 | 151.8 | 150.4 | 154.6 | 154.6 | 154.6 | 147.3 | 149.4 | 149.5 | 149.5 |
| Para-professionals | 154.5 | 154.5 | 154.5 | 154.5 | 153.7 | 154.6 | 154.6 | 154.6 | 154.2 | 155.6 | 155.6 | 155.6 |
| Registered nurses | 156.2 | 156.2 | 156.2 | 156.2 | 161.1 | 161.1 | 161.1 | 161.1 | 160.5 | 161.9 | 162.0 | 162.0 |
| Other para-professionals | 149.0 | 149.0 | 149.0 | 149.0 | 147.1 | 148.8 | 148.8 | 148.8 | 143.0 | 144.4 | 144.4 | 144.4 |
| Tradespersons | 136.4 | 136.8 | 136.8 | 136.8 | 146.2 | 147.5 | 147.5 | 147.5 | 149.7 | 151.7 | 151.7 | 151.7 |
| Clerks | 145.2 | 147.2 | 147.2 | 147.2 | 148.5 | 154.3 | 154.3 | 154.3 | 145.2 | 147.3 | 147.3 | 147.3 |
| Stenographers | 148.1 | 150.6 | 150.6 | 150.6 | 151.8 | 158.7 | 158.7 | 158.7 | 144.7 | 146.6 | 146.6 | 146.6 |
| Receptionists | 147.6 | 150.1 | 150.1 | 150.1 | 146.5 | 151.5 | 151.5 | 151.5 | 146.7 | 149.2 | 149.2 | 149.2 |
| Salespersons and personal service workers | 150.6 | 152.4 | 152.4 | 152.4 | 152.0 | 154.6 | 154.6 | 154.6 | 151.5 | 153.4 | 153.4 | 153.5 |
| Labourers and related workers | 147.3 | 149.6 | 149.6 | 149.6 | 146.8 | 149.1 | 149.1 | 149.1 | 145.6 | 147.4 | 147.4 | 147.5 |
| Trades assistants and factory hands | 148.5 | 149.7 | 149.7 | 149.7 | 150.4 | 152.5 | 152.5 | 152.5 | 149.4 | 151.3 | 151.3 | 151.3 |
| Cleaners | 142.3 | 143.5 | 143.5 | 143.5 | 132.5 | 132.5 | 132.5 | 132.5 | 135.9 | 137.5 | 137.5 | 137.5 |
| Other labourers | 149.8 | 152.8 | 152.8 | 152.8 | 154.4 | 159.8 | 159.8 | 159.8 | 146.0 | 147.9 | 147.9 | 148.0 |
| <i>All occupation groups</i> | <i>148.1</i> | <i>149.4</i> | <i>149.4</i> | <i>149.4</i> | <i>147.2</i> | <i>151.2</i> | <i>151.2</i> | <i>151.2</i> | <i>147.6</i> | <i>149.7</i> | <i>149.7</i> | <i>149.7</i> |
| PERSONS | | | | | | | | | | | | |
| Managers and administrators | 142.8 | 143.1 | 143.1 | 143.1 | 148.9 | 154.8 | 154.8 | 154.8 | 141.9 | 143.5 | 143.5 | 143.5 |
| Para-professionals | 148.9 | 149.0 | 149.0 | 149.0 | 149.9 | 152.5 | 152.5 | 152.5 | 145.1 | 146.2 | 146.2 | 146.2 |
| Engineering etc | 137.4 | 137.7 | 137.7 | 137.7 | 146.5 | 152.7 | 152.7 | 152.7 | 138.9 | 140.1 | 140.1 | 140.1 |
| Registered nurses | 156.3 | 156.3 | 156.3 | 156.3 | 162.7 | 162.7 | 162.7 | 162.7 | 159.6 | 161.0 | 161.0 | 161.0 |
| Police | 152.1 | 152.1 | 152.1 | 152.1 | 152.4 | 152.4 | 152.4 | 152.4 | 148.1 | 148.5 | 148.5 | 148.5 |
| Other para-professionals | 145.6 | 146.2 | 146.2 | 146.2 | 145.0 | 148.8 | 148.8 | 148.8 | 139.0 | 140.2 | 140.2 | 140.2 |
| Tradespersons | 146.6 | 147.0 | 147.0 | 147.0 | 148.8 | 153.0 | 153.0 | 153.0 | 145.2 | 146.8 | 146.8 | 146.8 |
| Metal | 147.6 | 147.6 | 147.6 | 147.6 | 150.2 | 156.2 | 156.2 | 156.2 | 145.5 | 147.2 | 147.2 | 147.2 |
| Electrical and electronic | 142.5 | 142.5 | 142.5 | 142.5 | 143.3 | 145.8 | 145.8 | 145.8 | 139.1 | 139.9 | 139.9 | 139.9 |
| Building | 141.8 | 141.8 | 141.8 | 141.8 | 144.4 | 149.7 | 149.7 | 149.7 | 143.2 | 145.0 | 145.0 | 145.0 |
| Vehicle | 149.3 | 150.4 | 150.4 | 150.4 | 159.0 | 163.1 | 163.1 | 163.1 | 152.9 | 155.1 | 155.2 | 155.2 |
| Clerks | 143.9 | 145.6 | 145.6 | 145.6 | 148.9 | 155.0 | 155.0 | 155.0 | 143.8 | 145.9 | 145.9 | 145.9 |
| Stenographers | 147.6 | 149.9 | 149.9 | 149.9 | 151.4 | 158.1 | 158.1 | 158.1 | 144.3 | 146.1 | 146.1 | 146.1 |
| Receptionists | 145.7 | 147.8 | 147.8 | 147.8 | 147.9 | 153.6 | 153.6 | 153.6 | 145.3 | 147.6 | 147.6 | 147.6 |
| Salespersons and personal service workers | 150.8 | 152.8 | 152.8 | 152.8 | 150.4 | 153.2 | 153.2 | 153.2 | 149.4 | 151.1 | 151.2 | 151.2 |
| Labourers and related workers | 145.6 | 146.7 | 146.7 | 146.7 | 143.8 | 147.2 | 147.2 | 147.2 | 144.9 | 146.6 | 146.6 | 146.7 |
| Trades assistants and factory hands | 145.3 | 145.6 | 145.6 | 145.6 | 146.3 | 149.8 | 149.8 | 149.8 | 147.1 | 148.9 | 148.9 | 148.9 |
| Construction and mining labourers | 143.1 | 143.5 | 143.5 | 143.5 | 140.6 | 143.9 | 143.9 | 143.9 | 141.8 | 143.1 | 143.1 | 143.1 |
| Cleaners | 142.6 | 143.4 | 143.4 | 143.4 | 138.2 | 139.9 | 139.9 | 139.9 | 142.0 | 143.6 | 143.6 | 143.6 |
| Other labourers | 148.0 | 149.9 | 149.9 | 149.9 | 149.0 | 153.8 | 153.8 | 153.8 | 145.0 | 146.8 | 146.8 | 146.9 |
| <i>All occupation groups</i> | <i>146.0</i> | <i>146.8</i> | <i>146.8</i> | <i>146.8</i> | <i>147.4</i> | <i>151.8</i> | <i>151.8</i> | <i>151.8</i> | <i>145.0</i> | <i>146.8</i> | <i>146.8</i> | <i>146.8</i> |

Note: Statistics covering a more detailed occupation classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 9. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA
BASE : JUNE 1985 = 100.0**

| Industry (ASIC) | NSW | | | | Vic. | | | | Qld | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Mining | 152.1 | 154.2 | 154.3 | 154.2 | 139.3 | 139.5 | 139.5 | 139.5 | 148.1 | 149.3 | 149.3 | 149.3 |
| Manufacturing | 144.4 | 145.6 | 145.6 | 145.6 | 149.8 | 151.2 | 151.2 | 151.2 | 148.8 | 151.6 | 151.6 | 151.6 |
| Food, beverages and tobacco | 144.6 | 144.9 | 144.9 | 144.9 | 146.8 | 147.5 | 147.5 | 147.5 | 146.6 | 148.6 | 148.6 | 148.6 |
| Textiles; Clothing and footwear | 166.1 | 167.1 | 167.1 | 167.1 | 157.2 | 158.3 | 158.3 | 158.3 | 161.5 | 164.8 | 164.8 | 164.8 |
| Chemicals, petroleum, coal | 138.8 | 140.0 | 140.0 | 140.0 | 145.6 | 148.1 | 148.1 | 148.1 | 140.8 | 142.1 | 142.1 | 142.1 |
| Metal products, machinery and equipment | 141.5 | 142.9 | 142.9 | 142.9 | 148.7 | 150.3 | 150.3 | 150.3 | 151.5 | 155.1 | 155.1 | 155.1 |
| Basic metal products | 134.2 | 134.6 | 134.6 | 134.6 | 151.4 | 152.4 | 152.4 | 152.4 | 138.4 | 138.5 | 138.5 | 138.5 |
| Fabricated metal products; Other machinery and equipment | 145.4 | 147.5 | 147.5 | 147.5 | 152.2 | 154.6 | 154.6 | 154.6 | 154.6 | 158.3 | 158.3 | 158.3 |
| Transport equipment | 142.6 | 143.7 | 143.7 | 143.7 | 145.2 | 146.4 | 146.4 | 146.4 | 152.9 | 158.5 | 158.5 | 158.5 |
| Other manufacturing(a) | 148.9 | 151.1 | 151.1 | 151.1 | 155.6 | 157.6 | 157.6 | 157.6 | 148.6 | 151.1 | 151.1 | 151.1 |
| Construction | 139.0 | 140.8 | 140.8 | 140.9 | 142.9 | 144.8 | 144.8 | 144.8 | 145.6 | 148.0 | 148.0 | 148.0 |
| Wholesale and retail trade | 155.0 | 157.3 | 157.3 | 157.3 | 156.1 | 157.9 | 157.9 | 157.9 | 152.9 | 155.1 | 155.2 | 155.2 |
| Wholesale trade | 149.2 | 151.1 | 151.2 | 151.2 | 153.3 | 155.0 | 155.0 | 155.0 | 148.6 | 150.3 | 150.4 | 150.4 |
| Retail trade | 161.2 | 164.0 | 164.0 | 164.0 | 158.7 | 160.6 | 160.6 | 160.6 | 155.8 | 158.4 | 158.5 | 158.5 |
| Transport and storage | 136.0 | 137.0 | 137.0 | 137.0 | 140.7 | 141.6 | 141.6 | 141.6 | 149.8 | 155.7 | 155.7 | 155.7 |
| Finance, property and business services | 142.9 | 143.9 | 144.3 | 144.3 | 145.1 | 145.8 | 145.8 | 145.8 | 145.9 | 146.8 | 146.8 | 146.8 |
| Community services | 139.6 | 140.3 | 140.3 | 140.3 | 144.9 | 149.1 | 149.1 | 149.1 | 144.7 | 145.8 | 145.8 | 145.8 |
| All industries(b) | 142.4 | 143.7 | 143.7 | 143.8 | 146.9 | 148.7 | 148.7 | 148.7 | 147.2 | 149.4 | 149.4 | 149.4 |
| FEMALES | | | | | | | | | | | | |
| Manufacturing | 150.9 | 153.0 | 153.0 | 153.0 | 155.6 | 156.8 | 156.8 | 156.8 | 155.2 | 158.1 | 158.1 | 158.1 |
| Food, beverages and tobacco | 143.3 | 143.9 | 143.9 | 143.9 | 150.7 | 151.4 | 151.4 | 151.4 | 152.8 | 155.3 | 155.3 | 155.3 |
| Textiles; Clothing and footwear | 166.3 | 168.5 | 168.5 | 168.5 | 158.7 | 159.6 | 159.6 | 159.6 | 164.5 | 167.9 | 167.9 | 167.9 |
| Metal products, machinery and equipment | 147.2 | 149.9 | 149.9 | 149.9 | 153.4 | 155.4 | 155.4 | 155.4 | 153.0 | 156.0 | 156.0 | 156.0 |
| Other manufacturing(a) | 151.8 | 154.9 | 154.9 | 154.9 | 158.7 | 160.0 | 160.0 | 160.0 | 154.2 | 157.6 | 157.6 | 157.6 |
| Wholesale and retail trade | 152.3 | 154.9 | 154.9 | 154.9 | 154.9 | 155.3 | 155.3 | 155.3 | 158.7 | 161.8 | 161.9 | 161.9 |
| Wholesale trade | 150.1 | 153.0 | 153.0 | 153.0 | 154.6 | 155.3 | 155.3 | 155.3 | 156.4 | 159.5 | 159.5 | 159.5 |
| Retail trade | 154.1 | 156.5 | 156.5 | 156.5 | 155.0 | 155.4 | 155.4 | 155.4 | 159.4 | 162.6 | 162.7 | 162.7 |
| Transport and storage | 139.0 | 140.5 | 140.5 | 140.5 | 147.7 | 148.7 | 148.7 | 148.7 | 143.8 | 146.8 | 146.8 | 146.8 |
| Finance, property and business services | 146.5 | 148.2 | 148.2 | 148.2 | 148.7 | 148.9 | 148.9 | 148.9 | 151.4 | 153.0 | 153.0 | 153.0 |
| Community services | 150.0 | 151.3 | 151.3 | 151.3 | 149.6 | 154.7 | 154.7 | 154.7 | 148.8 | 151.0 | 151.0 | 151.0 |
| All industries(b) | 148.8 | 150.8 | 151.0 | 151.0 | 151.0 | 153.2 | 153.2 | 153.2 | 151.8 | 154.0 | 154.0 | 154.1 |
| PERSONS | | | | | | | | | | | | |
| Mining | 151.8 | 153.8 | 153.9 | 153.8 | 139.9 | 140.1 | 140.1 | 140.1 | 147.9 | 149.1 | 149.1 | 149.1 |
| Manufacturing | 145.7 | 147.1 | 147.1 | 147.1 | 151.3 | 152.7 | 152.7 | 152.7 | 149.8 | 152.6 | 152.6 | 152.6 |
| Food, beverages and tobacco | 144.3 | 144.7 | 144.7 | 144.7 | 147.5 | 148.2 | 148.2 | 148.2 | 147.7 | 149.8 | 149.8 | 149.8 |
| Textiles; Clothing and footwear | 166.3 | 168.0 | 168.0 | 168.0 | 158.2 | 159.2 | 159.2 | 159.2 | 163.5 | 166.9 | 166.9 | 166.9 |
| Chemicals, petroleum, coal | 142.2 | 143.9 | 143.9 | 143.9 | 146.3 | 148.6 | 148.6 | 148.6 | 143.0 | 144.5 | 144.5 | 144.5 |
| Metal products, machinery and equipment | 142.3 | 143.8 | 143.8 | 143.8 | 149.6 | 151.2 | 151.2 | 151.2 | 151.6 | 155.2 | 155.2 | 155.2 |
| Basic metal products | 134.0 | 134.3 | 134.3 | 134.3 | 151.7 | 152.6 | 152.6 | 152.6 | 139.4 | 139.7 | 139.7 | 139.7 |
| Fabricated metal products; Other machinery and equipment | 146.2 | 148.5 | 148.5 | 148.5 | 152.6 | 155.0 | 155.0 | 155.0 | 154.4 | 158.1 | 158.1 | 158.1 |
| Transport equipment | 142.8 | 144.0 | 144.0 | 144.0 | 146.5 | 147.9 | 147.9 | 147.9 | 153.0 | 158.6 | 158.6 | 158.6 |
| Other manufacturing(a) | 149.5 | 151.9 | 151.9 | 151.9 | 156.2 | 158.0 | 158.0 | 158.0 | 149.3 | 151.9 | 151.9 | 151.9 |
| Construction | 139.6 | 141.5 | 141.5 | 141.5 | 143.0 | 144.8 | 144.8 | 144.8 | 146.0 | 148.4 | 148.4 | 148.4 |
| Wholesale and retail trade | 154.0 | 156.4 | 156.5 | 156.5 | 155.7 | 157.1 | 157.1 | 157.1 | 154.7 | 157.2 | 157.3 | 157.3 |
| Wholesale trade | 149.5 | 151.8 | 151.8 | 151.8 | 153.6 | 155.1 | 155.1 | 155.1 | 150.4 | 152.4 | 152.5 | 152.5 |
| Retail trade | 158.5 | 161.1 | 161.1 | 161.1 | 157.3 | 158.6 | 158.6 | 158.6 | 157.1 | 159.9 | 160.0 | 160.0 |
| Transport and storage | 136.5 | 137.6 | 137.6 | 137.6 | 141.7 | 142.6 | 142.6 | 142.6 | 149.4 | 155.1 | 155.1 | 155.1 |
| Finance, property and business services | 144.5 | 145.8 | 146.0 | 146.0 | 147.0 | 147.4 | 147.4 | 147.4 | 148.6 | 149.8 | 149.8 | 149.8 |
| Community services | 145.4 | 146.4 | 146.4 | 146.4 | 147.4 | 152.1 | 152.1 | 152.1 | 146.9 | 148.6 | 148.6 | 148.6 |
| All industries(b) | 144.4 | 145.9 | 146.0 | 146.0 | 148.2 | 150.1 | 150.1 | 150.1 | 148.6 | 150.7 | 150.8 | 150.8 |

For footnotes see end of table.

TABLE 9. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued
BASE : JUNE 1985 = 100.0

| Industry (ASIC) | SA | | | | WA | | | | Tas. | | | |
|---|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Mining | 140.7 | 141.1 | 141.1 | 141.1 | 134.5 | 134.9 | 134.9 | 134.9 | 139.0 | 139.0 | 139.0 | 139.0 |
| Manufacturing | 151.0 | 153.9 | 154.0 | 154.0 | 146.2 | 147.9 | 147.9 | 147.9 | 150.7 | 153.0 | 153.0 | 153.0 |
| Food, beverages and tobacco | 153.5 | 155.9 | 155.9 | 155.9 | 143.7 | 145.6 | 145.7 | 145.7 | 149.9 | 150.5 | 150.5 | 150.5 |
| Textiles; Clothing and footwear | 162.3 | 164.3 | 164.3 | 164.3 | 166.9 | 170.0 | 170.0 | 170.0 | 157.2 | 157.6 | 157.6 | 157.6 |
| Chemicals, petroleum, coal | 163.7 | 167.0 | 167.0 | 167.0 | 136.5 | 136.6 | 136.6 | 136.6 | 139.9 | 139.9 | 139.9 | 139.9 |
| Metal products, machinery and equipment | 148.9 | 152.0 | 152.0 | 152.0 | 148.1 | 149.6 | 149.6 | 149.6 | 144.1 | 144.5 | 144.5 | 144.5 |
| Basic metal products | 149.6 | 152.4 | 152.5 | 152.5 | 148.1 | 148.5 | 148.5 | 148.5 | 143.4 | 143.5 | 143.5 | 143.5 |
| Fabricated metal products; | | | | | | | | | | | | |
| Other machinery and equipment | 151.5 | 154.4 | 154.4 | 154.4 | 151.7 | 154.5 | 154.5 | 154.5 | 138.6 | 139.4 | 139.4 | 139.4 |
| Transport equipment | 146.9 | 150.3 | 150.3 | 150.3 | 139.7 | 140.2 | 140.2 | 140.2 | 155.7 | 158.4 | 158.4 | 158.4 |
| Other manufacturing(a) | 153.0 | 155.6 | 155.6 | 155.6 | 146.7 | 148.9 | 148.9 | 148.9 | 163.2 | 166.2 | 166.2 | 166.2 |
| Construction | 147.7 | 149.3 | 149.3 | 149.3 | 144.9 | 146.3 | 146.3 | 146.3 | 144.3 | 145.4 | 145.4 | 145.4 |
| Wholesale and retail trade | 159.6 | 161.9 | 161.9 | 161.9 | 151.4 | 153.5 | 153.5 | 153.5 | 147.8 | 148.3 | 148.3 | 148.3 |
| Wholesale trade | 153.4 | 155.5 | 155.5 | 155.5 | 149.4 | 151.4 | 151.4 | 151.4 | 144.6 | 145.6 | 145.6 | 145.6 |
| Retail trade | 166.1 | 168.6 | 168.6 | 168.6 | 152.4 | 154.6 | 154.6 | 154.6 | 150.0 | 150.2 | 150.2 | 150.2 |
| Transport and storage | 143.5 | 144.6 | 144.6 | 144.6 | 141.5 | 142.4 | 142.4 | 142.4 | 144.0 | 144.7 | 144.7 | 144.7 |
| Finance, property and business services | 143.1 | 143.5 | 143.5 | 143.5 | 139.8 | 140.9 | 140.9 | 140.9 | 138.9 | 138.9 | 138.9 | 138.9 |
| Community services | 145.3 | 146.8 | 146.8 | 146.8 | 145.0 | 146.5 | 146.5 | 146.5 | 146.7 | 147.8 | 147.8 | 147.8 |
| All industries(b) | 148.1 | 149.9 | 149.9 | 149.9 | 143.8 | 145.3 | 145.3 | 145.3 | 146.0 | 147.0 | 147.0 | 147.0 |
| FEMALES | | | | | | | | | | | | |
| Manufacturing | 153.1 | 155.9 | 155.9 | 155.9 | 151.6 | 153.7 | 153.7 | 153.7 | 158.7 | 159.4 | 159.4 | 159.4 |
| Food, beverages and tobacco | 149.8 | 152.3 | 152.3 | 152.3 | 144.9 | 145.7 | 145.9 | 145.9 | 157.4 | 157.4 | 157.4 | 157.4 |
| Textiles; Clothing and footwear | 165.1 | 168.4 | 168.4 | 168.4 | 165.5 | 168.9 | 168.9 | 168.9 | 167.3 | 168.1 | 168.1 | 168.1 |
| Metal products, machinery and equipment | 153.7 | 156.9 | 156.9 | 156.9 | 153.1 | 156.2 | 156.2 | 156.2 | 151.1 | 154.3 | 154.3 | 154.3 |
| Other manufacturing(a) | 154.2 | 157.0 | 157.1 | 157.1 | 153.8 | 156.7 | 156.7 | 156.7 | .. | .. | .. | .. |
| Wholesale and retail trade | 158.5 | 160.9 | 160.9 | 160.9 | 158.5 | 161.7 | 161.7 | 161.7 | 149.3 | 149.3 | 149.3 | 149.3 |
| Wholesale trade | 159.8 | 162.5 | 162.5 | 162.5 | 154.2 | 157.0 | 157.0 | 157.0 | 147.6 | 147.6 | 147.6 | 147.6 |
| Retail trade | 158.1 | 160.3 | 160.3 | 160.3 | 159.7 | 162.9 | 162.9 | 162.9 | 149.6 | 149.6 | 149.6 | 149.6 |
| Transport and storage | 148.6 | 151.6 | 151.6 | 151.6 | 148.7 | 151.0 | 151.0 | 151.0 | 148.1 | 148.4 | 148.4 | 148.4 |
| Finance, property and business services | 152.7 | 154.5 | 154.5 | 154.5 | 140.7 | 142.0 | 142.0 | 142.0 | 141.6 | 141.6 | 141.6 | 141.6 |
| Community services | 147.4 | 150.0 | 150.0 | 150.0 | 147.0 | 149.8 | 149.8 | 149.8 | 144.3 | 144.7 | 145.0 | 145.0 |
| All industries(b) | 151.1 | 153.6 | 153.6 | 153.6 | 149.1 | 151.8 | 151.8 | 151.8 | 147.6 | 148.3 | 148.4 | 148.4 |
| PERSONS | | | | | | | | | | | | |
| Mining | 142.3 | 142.8 | 142.8 | 142.8 | 134.4 | 134.8 | 134.8 | 134.8 | 139.0 | 139.0 | 139.0 | 139.0 |
| Manufacturing | 151.5 | 154.4 | 154.4 | 154.4 | 147.1 | 148.8 | 148.9 | 148.9 | 151.6 | 153.7 | 153.7 | 153.7 |
| Food, beverages and tobacco | 151.8 | 154.2 | 154.2 | 154.2 | 144.0 | 145.6 | 145.8 | 145.8 | 151.7 | 152.1 | 152.1 | 152.1 |
| Textiles; Clothing and footwear | 164.3 | 167.2 | 167.2 | 167.2 | 165.5 | 168.9 | 168.9 | 168.9 | 161.1 | 161.6 | 161.6 | 161.6 |
| Chemicals, petroleum, coal | 161.3 | 164.3 | 164.3 | 164.3 | 136.8 | 136.9 | 136.9 | 136.9 | 139.9 | 139.9 | 139.9 | 139.9 |
| Metal products, machinery and equipment | 149.6 | 152.8 | 152.8 | 152.8 | 148.6 | 150.2 | 150.2 | 150.2 | 144.3 | 144.7 | 144.7 | 144.7 |
| Basic metal products | 150.2 | 153.0 | 153.1 | 153.1 | 148.2 | 148.8 | 148.8 | 148.8 | 143.4 | 143.5 | 143.5 | 143.5 |
| Fabricated metal products; | | | | | | | | | | | | |
| Other machinery and equipment | 152.1 | 155.0 | 155.0 | 155.0 | 152.1 | 154.9 | 154.9 | 154.9 | 138.6 | 139.4 | 139.4 | 139.4 |
| Transport equipment | 147.8 | 151.2 | 151.2 | 151.2 | 140.3 | 140.9 | 140.9 | 140.9 | 154.9 | 157.7 | 157.7 | 157.7 |
| Other manufacturing(a) | 153.2 | 155.9 | 155.9 | 155.9 | 147.2 | 149.4 | 149.4 | 149.4 | 163.2 | 166.2 | 166.2 | 166.2 |
| Construction | 147.9 | 149.5 | 149.5 | 149.5 | 145.2 | 146.6 | 146.6 | 146.6 | 144.3 | 145.4 | 145.4 | 145.4 |
| Wholesale and retail trade | 159.2 | 161.5 | 161.5 | 161.5 | 153.5 | 155.9 | 155.9 | 155.9 | 148.3 | 148.7 | 148.7 | 148.7 |
| Wholesale trade | 154.7 | 157.0 | 157.0 | 157.0 | 150.4 | 152.6 | 152.6 | 152.6 | 145.2 | 146.0 | 146.0 | 146.0 |
| Retail trade | 162.6 | 165.0 | 165.0 | 165.0 | 154.9 | 157.4 | 157.4 | 157.4 | 149.9 | 149.9 | 149.9 | 149.9 |
| Transport and storage | 144.1 | 145.4 | 145.4 | 145.4 | 142.2 | 143.4 | 143.4 | 143.4 | 144.5 | 145.2 | 145.2 | 145.2 |
| Finance, property and business services | 148.1 | 149.2 | 149.2 | 149.2 | 140.3 | 141.5 | 141.5 | 141.5 | 139.5 | 139.6 | 139.6 | 139.6 |
| Community services | 146.3 | 148.4 | 148.4 | 148.4 | 146.1 | 148.4 | 148.4 | 148.4 | 145.5 | 146.2 | 146.4 | 146.4 |
| All industries(b) | 148.9 | 151.0 | 151.0 | 151.0 | 145.3 | 147.2 | 147.2 | 147.2 | 146.4 | 147.3 | 147.3 | 147.3 |

For footnotes see end of table.

TABLE 9. HOURLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ASIC), STATES, TERRITORIES AND AUSTRALIA—continued
BASE : JUNE 1985 = 100.0

| Industry (ASIC) | NT | | | | ACT | | | | Aust. | | | |
|--|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | 1995 | | 1996 | | 1995 | | 1996 | | 1995 | | 1996 | |
| | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. | Dec. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | |
| Mining | 144.7 | 144.7 | 144.7 | 144.7 | .. | .. | .. | .. | 145.6 | 146.8 | 146.8 | 146.8 |
| Manufacturing | 150.2 | 151.3 | 151.3 | 151.3 | 147.8 | 150.4 | 150.4 | 150.4 | 147.7 | 149.4 | 149.4 | 149.4 |
| Food, beverages and tobacco | 164.3 | 167.4 | 167.4 | 167.4 | 151.9 | 155.1 | 155.1 | 155.1 | 146.3 | 147.3 | 147.3 | 147.3 |
| Textiles; Clothing and footwear | .. | .. | .. | .. | .. | .. | .. | .. | 159.5 | 160.8 | 160.8 | 160.8 |
| Chemicals, petroleum, coal | .. | .. | .. | .. | .. | .. | .. | .. | 141.6 | 143.3 | 143.3 | 143.3 |
| Metal products, machinery and equipment | 143.8 | 144.2 | 144.2 | 144.2 | 147.1 | 149.2 | 149.2 | 149.2 | 146.2 | 148.1 | 148.1 | 148.1 |
| Basic metal products | 138.5 | 138.5 | 138.5 | 138.5 | 154.5 | 157.4 | 157.4 | 157.4 | 141.0 | 141.7 | 141.7 | 141.7 |
| Fabricated metal products; Other machinery and equipment | 149.9 | 149.9 | 149.9 | 149.9 | 146.7 | 148.8 | 148.8 | 148.8 | 149.6 | 152.1 | 152.1 | 152.1 |
| Transport equipment | 152.1 | 154.6 | 154.6 | 154.6 | 155.3 | 157.3 | 157.3 | 157.3 | 145.3 | 147.2 | 147.2 | 147.2 |
| Other manufacturing(a) | 147.4 | 147.4 | 147.4 | 147.4 | 137.9 | 140.5 | 140.5 | 140.5 | 151.7 | 153.9 | 153.9 | 153.9 |
| Construction | 145.0 | 145.0 | 145.0 | 145.0 | 144.2 | 148.7 | 148.7 | 148.7 | 142.7 | 144.5 | 144.5 | 144.5 |
| Wholesale and retail trade | 153.9 | 156.2 | 156.2 | 156.2 | 152.0 | 154.1 | 154.1 | 154.1 | 154.9 | 157.0 | 157.0 | 157.0 |
| Wholesale trade | 152.8 | 154.5 | 154.5 | 154.5 | 147.0 | 148.9 | 148.9 | 148.9 | 150.7 | 152.5 | 152.5 | 152.5 |
| Retail trade | 154.2 | 156.8 | 156.8 | 156.8 | 153.8 | 156.1 | 156.1 | 156.1 | 158.6 | 160.9 | 160.9 | 160.9 |
| Transport and storage | 138.9 | 139.5 | 139.5 | 139.5 | 149.0 | 155.5 | 155.5 | 155.5 | 141.0 | 143.0 | 143.0 | 143.0 |
| Finance, property and business services | 140.5 | 141.1 | 141.1 | 141.1 | 142.5 | 145.0 | 145.0 | 145.0 | 143.5 | 144.3 | 144.4 | 144.4 |
| Community services | 150.5 | 150.5 | 150.5 | 150.5 | 146.2 | 148.2 | 148.2 | 148.2 | 143.4 | 145.2 | 145.2 | 145.2 |
| All industries(b) | 145.7 | 146.4 | 146.4 | 146.4 | 148.2 | 152.7 | 152.7 | 152.7 | 145.2 | 146.9 | 146.9 | 146.9 |
| FEMALES | | | | | | | | | | | | |
| Manufacturing | 153.5 | 156.1 | 156.1 | 156.1 | 151.0 | 154.4 | 154.4 | 154.4 | 153.7 | 155.5 | 155.5 | 155.5 |
| Food, beverages and tobacco | 153.5 | 156.1 | 156.1 | 156.1 | 154.8 | 157.9 | 157.9 | 157.9 | 148.1 | 149.2 | 149.2 | 149.2 |
| Textiles; Clothing and footwear | .. | .. | .. | .. | 162.3 | 165.7 | 165.7 | 165.7 | 161.0 | 162.4 | 162.4 | 162.4 |
| Metal products, machinery and equipment | .. | .. | .. | .. | 153.8 | 156.9 | 156.9 | 156.9 | 151.2 | 153.6 | 153.6 | 153.6 |
| Other manufacturing(a) | .. | .. | .. | .. | 161.0 | 164.6 | 164.6 | 164.6 | 155.1 | 157.5 | 157.5 | 157.5 |
| Wholesale and retail trade | 161.0 | 164.4 | 164.4 | 164.4 | 153.5 | 156.3 | 156.3 | 156.3 | 155.0 | 157.1 | 157.2 | 157.2 |
| Wholesale trade | 162.6 | 166.1 | 166.1 | 166.1 | 153.2 | 156.3 | 156.3 | 156.3 | 153.0 | 155.3 | 155.3 | 155.3 |
| Retail trade | 160.2 | 163.5 | 163.5 | 163.5 | 153.5 | 156.3 | 156.3 | 156.3 | 156.1 | 158.1 | 158.1 | 158.1 |
| Transport and storage | 149.7 | 150.6 | 150.6 | 150.6 | 150.5 | 154.4 | 154.4 | 154.4 | 143.4 | 145.1 | 145.1 | 145.1 |
| Finance, property and business services | 148.7 | 150.4 | 150.4 | 150.4 | 146.1 | 148.8 | 148.8 | 148.8 | 147.6 | 148.8 | 148.9 | 148.9 |
| Community services | 150.9 | 150.9 | 150.9 | 150.9 | 143.5 | 144.8 | 144.8 | 144.8 | 148.9 | 151.4 | 151.4 | 151.4 |
| All industries(b) | 150.9 | 152.5 | 152.5 | 152.5 | 148.2 | 152.2 | 152.2 | 152.2 | 150.0 | 152.3 | 152.3 | 152.3 |
| PERSONS | | | | | | | | | | | | |
| Mining | 144.9 | 144.9 | 144.9 | 144.9 | .. | .. | .. | .. | 145.5 | 146.7 | 146.7 | 146.7 |
| Manufacturing | 150.6 | 152.0 | 152.0 | 152.0 | 148.5 | 151.2 | 151.2 | 151.2 | 149.0 | 150.8 | 150.8 | 150.8 |
| Food, beverages and tobacco | 160.6 | 163.5 | 163.5 | 163.5 | 153.9 | 157.0 | 157.0 | 157.0 | 146.7 | 147.8 | 147.8 | 147.8 |
| Textiles; Clothing and footwear | .. | .. | .. | .. | 162.3 | 165.7 | 165.7 | 165.7 | 160.5 | 161.9 | 161.9 | 161.9 |
| Chemicals, petroleum, coal | .. | .. | .. | .. | .. | .. | .. | .. | 143.8 | 145.7 | 145.7 | 145.7 |
| Metal products, machinery and equipment | 143.8 | 144.2 | 144.2 | 144.2 | 147.7 | 149.9 | 149.9 | 149.9 | 146.9 | 148.9 | 148.9 | 148.9 |
| Basic metal products | 138.5 | 138.5 | 138.5 | 138.5 | 154.5 | 157.4 | 157.4 | 157.4 | 141.2 | 141.9 | 141.9 | 141.9 |
| Fabricated metal products; Other machinery and equipment | 149.9 | 149.9 | 149.9 | 149.9 | 147.3 | 149.5 | 149.5 | 149.5 | 149.9 | 152.5 | 152.5 | 152.5 |
| Transport equipment | 152.1 | 154.6 | 154.6 | 154.6 | 155.3 | 157.3 | 157.3 | 157.3 | 146.2 | 148.2 | 148.2 | 148.2 |
| Other manufacturing(a) | 147.4 | 147.4 | 147.4 | 147.4 | 141.0 | 143.7 | 143.7 | 143.7 | 152.3 | 154.5 | 154.6 | 154.6 |
| Construction | 145.6 | 145.8 | 145.8 | 145.8 | 144.3 | 148.9 | 148.9 | 148.9 | 143.0 | 144.9 | 144.9 | 144.9 |
| Wholesale and retail trade | 156.5 | 159.3 | 159.3 | 159.3 | 152.5 | 154.9 | 154.9 | 154.9 | 154.9 | 157.0 | 157.1 | 157.1 |
| Wholesale trade | 157.1 | 159.5 | 159.5 | 159.5 | 148.1 | 150.3 | 150.3 | 150.3 | 151.3 | 153.3 | 153.3 | 153.3 |
| Retail trade | 156.3 | 159.1 | 159.1 | 159.1 | 153.7 | 156.2 | 156.2 | 156.2 | 157.6 | 159.8 | 159.9 | 159.9 |
| Transport and storage | 141.0 | 141.7 | 141.7 | 141.7 | 149.1 | 155.4 | 155.4 | 155.4 | 141.3 | 143.3 | 143.3 | 143.3 |
| Finance, property and business services | 144.4 | 145.5 | 145.5 | 145.5 | 144.7 | 147.4 | 147.4 | 147.4 | 145.5 | 146.5 | 146.6 | 146.6 |
| Community services | 150.8 | 150.8 | 150.8 | 150.8 | 145.0 | 146.6 | 146.6 | 146.6 | 146.3 | 148.5 | 148.5 | 148.5 |
| All industries(b) | 147.7 | 148.6 | 148.6 | 148.6 | 148.2 | 152.6 | 152.6 | 152.6 | 146.7 | 148.6 | 148.6 | 148.6 |

(a) Includes wood, wood products and furniture; non-metallic mineral products; and miscellaneous manufacturing, but does not include all other manufacturing groups.
(b) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

**TABLE 10. WEEKLY AWARD RATES OF PAY INDEXES
FULL-TIME ADULT EMPLOYEES : INDUSTRY (ANZSIC), AUSTRALIA
BASE : JUNE 1985 = 100.0**

| Industry (ANZSIC) | 1995 | | | | | 1996 | | | | | | | |
|---------------------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
| | Dec. | Jan. | Feb. | Mar. | Apr. | May | June | July | Aug. | Sept. | Oct. | Nov. | Dec. |
| MALES | | | | | | | | | | | | | |
| Mining | 145.2 | 145.2 | 145.3 | 145.3 | 145.3 | 145.4 | 145.4 | 146.4 | 146.4 | 146.4 | 146.4 | 146.5 | 146.4 |
| Manufacturing | 146.3 | 146.4 | 146.4 | 146.5 | 146.7 | 147.5 | 147.7 | 147.7 | 147.8 | 147.9 | 148.0 | 148.0 | 148.0 |
| Electricity, gas and water | 137.1 | 137.2 | 137.2 | 137.3 | 137.3 | 137.4 | 137.5 | 137.5 | 137.5 | 137.5 | 137.6 | 137.6 | 137.6 |
| Construction | 142.1 | 142.2 | 142.3 | 143.0 | 143.1 | 143.5 | 143.7 | 143.8 | 143.8 | 144.0 | 144.0 | 144.0 | 144.0 |
| Wholesale trade | 148.0 | 148.1 | 148.1 | 148.5 | 148.9 | 149.5 | 149.7 | 149.7 | 149.7 | 149.8 | 149.8 | 149.8 | 149.8 |
| Retail trade | 154.0 | 154.0 | 154.0 | 155.0 | 155.3 | 155.8 | 156.0 | 156.2 | 156.3 | 156.3 | 156.3 | 156.3 | 156.3 |
| Accommodation, cafes and restaurants | 151.6 | 151.7 | 151.7 | 152.3 | 152.9 | 153.1 | 153.1 | 153.1 | 153.2 | 154.3 | 154.4 | 154.4 | 154.6 |
| Transport and storage | 139.4 | 139.5 | 139.5 | 139.6 | 139.9 | 139.9 | 140.2 | 140.2 | 140.2 | 141.1 | 141.2 | 141.2 | 141.2 |
| Communication services | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 | 134.9 |
| Finance and insurance | 140.5 | 140.5 | 140.5 | 140.5 | 140.5 | 140.5 | 140.6 | 141.0 | 141.0 | 141.0 | 141.0 | 141.0 | 141.0 |
| Property and business services | 144.6 | 144.9 | 144.9 | 145.3 | 145.5 | 145.7 | 145.9 | 145.9 | 145.9 | 146.0 | 146.4 | 146.7 | 146.7 |
| Government administration and defence | 143.2 | 144.0 | 144.0 | 144.6 | 144.7 | 144.9 | 144.9 | 145.0 | 145.0 | 145.0 | 145.8 | 145.8 | 145.8 |
| Education | 140.7 | 140.7 | 140.7 | 142.4 | 142.4 | 142.5 | 142.6 | 142.6 | 142.6 | 142.7 | 142.7 | 142.7 | 142.7 |
| Health and community services | 142.9 | 143.1 | 143.1 | 143.2 | 143.2 | 143.4 | 143.5 | 143.9 | 144.0 | 144.0 | 144.2 | 144.2 | 144.2 |
| Cultural and recreational services | 139.7 | 140.0 | 140.0 | 140.4 | 140.5 | 140.7 | 140.7 | 141.5 | 141.6 | 141.6 | 142.0 | 142.0 | 142.0 |
| Personal and other services | 146.1 | 146.1 | 146.1 | 146.2 | 146.2 | 146.4 | 146.4 | 146.5 | 146.5 | 146.6 | 146.8 | 146.8 | 146.8 |
| All industries(a) | 143.9 | 144.0 | 144.0 | 144.4 | 144.6 | 144.9 | 145.1 | 145.2 | 145.2 | 145.4 | 145.5 | 145.5 | 145.5 |
| FEMALES | | | | | | | | | | | | | |
| Mining | 141.4 | 141.4 | 141.4 | 141.4 | 141.6 | 141.9 | 141.9 | 142.1 | 142.1 | 142.1 | 142.1 | 142.1 | 142.1 |
| Manufacturing | 151.3 | 151.3 | 151.3 | 151.6 | 152.0 | 152.7 | 153.0 | 153.0 | 153.0 | 153.0 | 153.1 | 153.1 | 153.1 |
| Electricity, gas and water | 136.2 | 136.3 | 136.3 | 136.3 | 136.3 | 136.4 | 136.4 | 136.5 | 136.5 | 136.5 | 136.5 | 136.6 | 136.6 |
| Construction | 144.1 | 144.4 | 144.4 | 144.6 | 145.4 | 145.9 | 146.2 | 146.4 | 146.4 | 146.4 | 146.7 | 146.7 | 146.7 |
| Wholesale trade | 147.5 | 147.6 | 147.6 | 147.8 | 148.7 | 149.4 | 149.5 | 149.5 | 149.5 | 149.5 | 149.7 | 149.7 | 149.7 |
| Retail trade | 151.4 | 151.4 | 151.4 | 151.6 | 152.2 | 152.9 | 153.1 | 153.2 | 153.2 | 153.2 | 153.3 | 153.3 | 153.3 |
| Accommodation, cafes and restaurants | 153.7 | 153.9 | 153.9 | 154.8 | 155.3 | 156.1 | 156.1 | 156.2 | 156.2 | 156.8 | 157.4 | 157.4 | 157.7 |
| Transport and storage | 140.8 | 140.9 | 140.9 | 141.1 | 141.2 | 141.2 | 141.7 | 142.0 | 142.0 | 142.2 | 142.4 | 142.4 | 142.4 |
| Communication services | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 | 138.6 |
| Finance and insurance | 142.9 | 142.9 | 142.9 | 142.9 | 143.2 | 143.3 | 143.3 | 143.7 | 143.7 | 143.7 | 143.7 | 143.7 | 143.7 |
| Property and business services | 143.4 | 143.6 | 143.6 | 143.7 | 144.3 | 144.7 | 144.8 | 145.0 | 145.0 | 145.0 | 145.2 | 145.2 | 145.2 |
| Government administration and defence | 147.4 | 148.6 | 148.6 | 150.0 | 150.0 | 150.1 | 150.1 | 150.2 | 150.2 | 150.2 | 151.9 | 151.9 | 151.9 |
| Education | 144.7 | 144.7 | 144.7 | 147.5 | 147.5 | 147.5 | 147.7 | 147.8 | 147.8 | 147.8 | 147.9 | 147.9 | 147.9 |
| Health and community services | 150.7 | 151.1 | 151.1 | 151.3 | 151.5 | 151.7 | 151.9 | 152.2 | 152.3 | 152.4 | 152.4 | 152.5 | 152.5 |
| Cultural and recreational services | 142.1 | 142.3 | 142.3 | 142.6 | 142.7 | 143.2 | 143.2 | 143.3 | 143.3 | 143.3 | 143.7 | 143.7 | 143.7 |
| Personal and other services | 147.8 | 148.2 | 148.4 | 148.5 | 148.9 | 149.4 | 149.4 | 149.8 | 149.8 | 149.8 | 149.9 | 149.9 | 150.0 |
| All industries(a) | 147.6 | 147.8 | 147.8 | 148.5 | 148.8 | 149.1 | 149.3 | 149.4 | 149.4 | 149.5 | 149.7 | 149.7 | 149.7 |
| PERSONS | | | | | | | | | | | | | |
| Mining | 145.0 | 145.0 | 145.1 | 145.1 | 145.1 | 145.2 | 145.2 | 146.2 | 146.2 | 146.2 | 146.2 | 146.2 | 146.2 |
| Manufacturing | 147.4 | 147.4 | 147.5 | 147.7 | 147.9 | 148.7 | 148.8 | 148.9 | 149.0 | 149.0 | 149.1 | 149.1 | 149.1 |
| Electricity, gas and water | 137.1 | 137.2 | 137.2 | 137.2 | 137.2 | 137.3 | 137.4 | 137.5 | 137.5 | 137.5 | 137.5 | 137.5 | 137.5 |
| Construction | 142.3 | 142.4 | 142.4 | 143.1 | 143.3 | 143.7 | 143.8 | 144.0 | 144.0 | 144.0 | 144.2 | 144.2 | 144.2 |
| Wholesale trade | 147.9 | 148.0 | 148.0 | 148.3 | 148.9 | 149.5 | 149.6 | 149.7 | 149.7 | 149.7 | 149.8 | 149.8 | 149.8 |
| Retail trade | 153.0 | 153.0 | 153.0 | 153.6 | 154.1 | 154.7 | 154.9 | 155.1 | 155.1 | 155.1 | 155.1 | 155.1 | 155.1 |
| Accommodation, cafes and restaurants | 152.6 | 152.7 | 152.7 | 153.5 | 154.0 | 154.5 | 154.5 | 154.6 | 154.6 | 155.5 | 155.8 | 155.8 | 156.0 |
| Transport and storage | 139.6 | 139.6 | 139.6 | 139.7 | 140.0 | 140.1 | 140.4 | 140.5 | 140.5 | 141.2 | 141.4 | 141.4 | 141.4 |
| Communication services | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 | 135.7 |
| Finance and insurance | 141.7 | 141.7 | 141.7 | 141.7 | 141.8 | 141.9 | 141.9 | 142.3 | 142.3 | 142.3 | 142.3 | 142.3 | 142.3 |
| Property and business services | 144.1 | 144.3 | 144.3 | 144.6 | 144.9 | 145.3 | 145.4 | 145.5 | 145.5 | 145.5 | 145.9 | 146.0 | 146.0 |
| Government administration and defence | 144.2 | 145.1 | 145.1 | 146.0 | 146.1 | 146.2 | 146.2 | 146.3 | 146.3 | 146.3 | 147.3 | 147.3 | 147.3 |
| Education | 142.6 | 142.7 | 142.7 | 144.9 | 144.9 | 145.0 | 145.1 | 145.2 | 145.2 | 145.2 | 145.3 | 145.3 | 145.3 |
| Health and community services | 148.3 | 148.6 | 148.6 | 148.8 | 148.9 | 149.2 | 149.4 | 149.7 | 149.7 | 149.8 | 149.9 | 149.9 | 149.9 |
| Cultural and recreational services | 140.5 | 140.7 | 140.7 | 141.1 | 141.2 | 141.5 | 141.5 | 142.1 | 142.2 | 142.2 | 142.5 | 142.5 | 142.5 |
| Personal and other services | 146.6 | 146.7 | 146.8 | 146.9 | 147.0 | 147.3 | 147.3 | 147.5 | 147.5 | 147.6 | 147.7 | 147.7 | 147.7 |
| All industries(a) | 145.0 | 145.2 | 145.2 | 145.7 | 145.9 | 146.2 | 146.4 | 146.5 | 146.5 | 146.6 | 146.8 | 146.8 | 146.8 |

(a) Excludes employees in the defence forces; agriculture; services to agriculture; and employees in private households employing staff.

Note: Statistics covering a more detailed industry classification may be available on request. See paragraph 32 of the Explanatory Notes.

EXPLANATORY NOTES

INTRODUCTION

1 This publication contains indexes for weekly and hourly award rates of pay for full-time adult wage and salary earners. These indexes have been compiled on a monthly basis since the base month of June 1985.

2 The methodology used to construct the Award Rates of Pay Indexes is in general similar to that used for other indexes such as the Consumer Price Index and the Producer and Foreign Trade price indexes. It is based on a representative 'basket' of award classifications. The indexes are constructed by weighting award rates of pay for selected classifications according to the pattern of employee coverage that existed at May 1985. The 'basket' of classifications, and their weights remain constant during the life of the indexes, so changes in the indexes reflect general *trends* in award rates of pay over time. They do not measure relative *levels* of average award rates of pay between States, industries, awards and occupations.

3 All award rates of pay series are expressed as index numbers with a reference base of June 1985 = 100.0. The base for the new series of June 1985 was determined using data obtained from the Survey of Employee Earnings and Hours conducted in May 1985.

4 The December 1987 issue of this publication contains the first release of these series. That issue provides a large number of series covering the period from June 1985, as well as four appendixes containing:

- distribution of the weights used to construct the indexes;
- weighted average minimum standard hours at the base period;
- weighted average minimum award rates of pay at the base period; and
- factors for linking the current and previous series.

5 These series replace an earlier series which covered the period June 1976 to November 1987. For more information regarding the methodological and conceptual differences between the previous series and the current series, refer to *Information Paper: Award Rates of Pay Indexes* (6343.0) released on 11 February 1988.

SCOPE AND COVERAGE

6 The award rates of pay for full-time adult employees, which are normally varied in accordance with awards, determinations or registered collective agreements, have been selected in the indexes. As at June 1985, the indexes cover 3.0 million persons (2.1 million males and 0.9 million females). Approximately 3% of full-time adult employees were covered by unregistered agreements (i.e. those agreements made by an employer with a group of employees and which are not registered with a federal or State wage fixing authority). For statistical purposes these have been considered to be similar to awards. The rates prescribed in the more important of these, such as the collective agreement between the State Transport Authority of Victoria and some of its employees, have been included in the indexes.

7 Rates of pay applicable to approximately 16% of full-time adult employees (as at June 1985) who are not covered by awards, determinations or registered or unregistered collective agreements, are not covered by the indexes. This includes those employees whose rates of pay and conditions of work are not normally varied in accordance with variations in a specific federal or State award, determination or registered collective agreement or a specific unregistered agreement.

COLLECTION OF AWARD INFORMATION

8 Information on award rates of pay for selected classifications is obtained from a variety of sources. The primary updating sources are advices of award variations determined or authorised by industrial tribunals. Information obtained by these means is used to update award rates of pay for each selected classification on a monthly basis and used for the compilation of the monthly indexes. In recent times, the flow of variation advices from these sources has slowed to the extent that only small movements are reflected in the indexes.

DESIGN OF THE INDEXES

Selection of the classifications

9 The source used to base the indexes is the May 1985 Survey of Employee Earnings and Hours. The Survey collected information on the industry and occupation of individual employees, the award under which they are covered and their award classification.

10 This information was used to stratify classifications by industry, occupation and State as part of a sample design which ensured that the indexes have been produced at a satisfactory level of reliability for all cross-classifications included in the series.

11 A sample of approximately 700 awards and 5,500 award classifications were selected for inclusion in the indexes.

Compilation

12 Data on the award rates of pay from June 1985 and subsequent months have been compiled for each of the selected award classifications. Estimates of weighted average award rates were calculated by expanding data from the sample of award classifications. The estimates for June 1985 for each component of the series were then converted to an index value of 100.0.

Weighting

13 The weighting pattern of the indexes is determined at the award classification level. The weights applied to the award classifications included in the indexes are derived from the May 1985 Survey of Employee Earnings and Hours. The distribution of the weights used in the construction of the indexes is shown in Appendix A of the December 1987 issue of this publication.

14 Awards have been divided into two groups, 'major' awards and 'minor' awards, depending on the estimated number of employees covered by each award. All 200 major awards have been included in the indexes, while only a sample of approximately 500 minor awards have been included. For classifications selected within major awards, the employees benchmarks have been inflated in the indexes to account for the total number of employees within the award. For classifications selected within minor awards, the benchmarks have been inflated in the indexes to account for the total number of employees covered by all minor awards.

Limitations of weighting

15 The indexes are fixed weight indexes. The weights of the indexes need to be reviewed periodically because of the problems inherent with having fixed weight indexes. In particular, the indexes are not responsive to changes in the structure and coverage of awards, and are likely to become less representative and therefore less reliable over time.

16 An example of this type of problem occurred with the Victorian Nurses Award. This award underwent a major restructuring during 1986 with some classifications being amalgamated and others being split into two or more classifications. This type of restructuring of an award in the indexes means that an equivalent classification needs to be selected from the revised award structure. However, until a complete review of the indexes is carried out, the old weighting structure must be used.

ENTERPRISE BARGAINING

17 Payments and conditions of employment specified under formalised enterprise bargaining awards and agreements established since October 1991 are generally excluded from the compilation of these indexes. Awards included in the index are a large sample of the awards in existence in May 1985. Thus, the indexes exclude any awards coming into effect since that time, except where an old award has been completely superseded by a new award or agreement. Similarly, as at 1 March 1993 all Victorian State awards ceased to exist and changes from this source will not be reflected in the indexes unless an expired award is superseded by a new award.

18 The above treatment of enterprise bargaining is also a limitation of the fixed weighting of the index as any new awards used in the index will assume the weights applied to the old award it replaces. Where any award in the sample includes some employees involved in the formalised enterprise bargaining process, any increase in rates in that award approved by a federal or State industrial tribunal will be applied according to the total number of employees recorded for that award in May 1985.

19 The \$8 'safety net' pay rises resulting from the October 1993 Review of Wage Fixing Principles and subsequent decisions are reflected in the Award Rates of Pay Indexes for ALL employees covered by awards whose application for a wage rise is ratified by the appropriate federal or State arbitral authorities. This includes all employees formerly covered by Victorian State awards as well as all employees covered by awards but involved in the enterprise bargaining process. The current index methodology does not allow these employees to be excluded. Consequently these award rates of pay are varied using the existing weights i.e. total number of employees as at May 1985.

REVISION OF THE INDEXES

20 In some cases, when awards etc. are varied, the new award rates are made retrospective. In addition there is sometimes a considerable delay in the receipt of notification of changes in award rates in respect of the award classifications included in the indexes. Because of these factors the figures in this publication are subject to revision. Revisions for States, industries and occupations are included in this publication. Revised figures for each industry and occupation group in each State are available on request.

DEFINITIONS

21 The *award rates of pay* used in the compilation of the indexes:

INCLUDE

- the base rate and any allowances or loadings that are applicable to ALL employees under a specific award classification (e.g. industry allowance); and
- supplementary payments when they are specified within the award.

EXCLUDE

- remunerative allowances. It is considered that these allowances are paid to reimburse employees for expenses they are expected to incur during the course of their employment (e.g. tool allowances). The inclusion of these allowances would not reflect the true level of remuneration of these employees;
- superannuation payments and other payments such as severance and termination payments which are paid to employees as part of an award agreement; and
- payments negotiated under formalised enterprise bargaining awards and agreements that were established since October 1991. See paragraph 17 of the Explanatory Notes.

22 Estimates of *standard weekly hours of work* previously included as an appendix to the June and December issues of this publication can now be obtained on request via a special data service. Inquiries should be made to Patricia Dopita on (06) 252 6695. These estimates apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes.

23 Estimates of the *weighted average minimum weekly award rates of pay* are based on the weights used in the construction of the award rates of pay indexes. The weighted average minimum award rates of pay at the base period are included as Appendix C of the December 1987 issue of this publication.

RELIABILITY OF INDEXES

24 Since the indexes are based on information obtained from a sample of employers they are subject to sampling variability. That is, they may differ by chance from figures that would have been produced if all employers had been included in the survey.

25 Inaccuracies may also occur because of imperfections by respondents or in processing by the ABS. Inaccuracies of this kind are referred to as *non-sampling errors*. Although considerable care is taken in questionnaire design; in the instructions given to employers on how to select a sample of their employees; in editing the survey returns; and in relating the figures to comparable statistics, these inaccuracies may occur in any enumeration, whether it be a full count or a sample. As an example, non-sampling error may occur in the survey where employers are uncertain of the precise awards and classifications which cover their employees.

COMPARABILITY OF RESULTS

26 For an explanation of the comparability of results between the Award Rates of Pay Indexes and Average Weekly Ordinary Time Earnings (as published in ABS Catalogue Nos. 6301.0 and 6302.0) see the November 1993 issue of this publication.

EXPLANATORY NOTES *continued*

CLASSIFICATION OF INDUSTRY

27 Industry is classified according to the *Australian Standard Industrial Classification (ASIC), 1983* (1201.0), for the majority of the tables presented in this publication. From the November 1996 issue of this publication, industry information shown in Table 10 is classified according to the Australian and New Zealand Standard Industrial Classification (ANZSIC); for more details refer to *Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993* (1292.0). ANZSIC industry estimates back to June 1985 were produced by developing a concordance between ASIC and ANZSIC estimates.

CLASSIFICATION OF OCCUPATION

28 Occupation is classified according to the *Australian Standard Classification of Occupations (ASCO) — first edition* (1222.0).

RELATED PUBLICATIONS

29 For details of previously published indexes reference should be made to previous issues of this publication and the following publications:

- For the period March 1939 to June 1965: *Minimum Wage Rates* (6313.0)
- For the period June 1965 to June 1972: *Wage Rates Indexes* (6314.0)
- For the period July 1972 to June 1975: *Wage Rates and Earnings* (6312.0)
- For the period July 1975 to August 1982: *Wage Rates Indexes* (6312.0)
- For the period September 1982 to November 1987: *Award Rates of Pay Indexes, Australia* (6312.0).

30 Users may also be interested in the following publications and standard data services:

- *Information Paper: Award Rates of Pay Indexes* (6343.0)
- *Distribution and Composition of Employee Earnings and Hours, Australia, Preliminary* (6305.0) — issued biennially
- *Distribution and Composition of Employee Earnings and Hours, Australia* (6306.0) — issued biennially
- *Average Weekly Earnings, Australia, Preliminary* (6301.0) — issued quarterly
- *Average Weekly Earnings, States and Australia* (6302.0) — issued quarterly
- *Average Weekly Earnings, Australia, 1941–1990* (6350.0)
- *Award Coverage, Australia, May 1990* (6315.0)
- *Industrial Disputes, Australia* (6321.0) — issued monthly
- *Industrial Disputes, Australia* (6322.0) — issued annually
- *Trade Union Statistics, Australia* (6323.0.40.001) — standard data service issued annually
- *Trade Union Members, Australia, August 1994* (6325.0.40.001) — standard data service
- *Labour Costs, Australia* (6348.0) — issued biennially
- *Labour Statistics, Australia* (6101.0) — issued annually
- *Occasional Paper No. 1986/1: Statistics on Wages, Earnings, Income and Labour Costs — A Guide to Their Concepts, Measurements and Usage*

31 Current publications produced by the ABS are listed in the *Catalogue of Publications and Products, Australia* (1101.0). The ABS also issues, on Tuesdays and Fridays, a *Release Advice* (1105.0) which lists publications to be released in the next few days. The Catalogue and Release Advice are available from any ABS office.

EXPLANATORY NOTES *continued*

UNPUBLISHED STATISTICS

32 In some cases, the ABS can also make available information which is not published. This information may be made available in one or more of the following forms: microfiche, photocopy, data tape, computer printout, clerically-extracted tabulation. Generally, a charge is made for providing unpublished information. Inquiries for unpublished statistics related to this publication should be made to Patricia Dopita on (06) 252 6695, or to Information Services in the nearest ABS office.

EFFECTS OF ROUNDING

33 As the indexes are rounded to one decimal place, discrepancies may occur between the published annual percentage changes in tables 1, 4, 5 and 6 and the value which would be produced by calculating the percentage change from the published statistics.

GLOSSARY

| | |
|-------------------------------|---|
| Hourly award rates of pay | The <i>hourly award rates of pay series</i> for full-time adult employees provide details of the movements in the hourly rates of pay for award classifications included in the index. These series include only those awards and classifications where hours of work are specified in the award. |
| Index number series | A series of numbers measuring movement over time from a base period value. The base value is normally represented by an index number of 100.0. |
| Industry | Industry is classified according to the <i>Australian Standard Industrial Classification (ASIC), 1983 (1201.0)</i> and the <i>Australian and New Zealand Standard Industrial Classification (ANZSIC), 1993 (1292.0)</i> . |
| Occupation | Occupation is classified according to the <i>Australian Standard Classification of Occupations (ASCO) — first edition (1222.0)</i> . |
| Percentage change | The change in an index series from one period to another expressed as a percentage of its value in the first of the two periods. |
| Rebase | To change the reference base period of an index number series. |
| Reference base | The period for which an index series is given the value of 100.0. |
| Standard weekly hours of work | Estimates of <i>standard weekly hours of work</i> apply to all wage and salary earners where standard hours are specified in the award etc. They refer to weighted average standard weekly hours of work where the weighting is based on the weights used for the construction of the award rates of pay indexes. |
| Weekly award rates of pay | The <i>weekly award rates of pay series</i> for full-time adult employees provide details of the movements in the weekly rates of pay for award classifications included in the index. |

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Produced by the Australian Government Publishing Service
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Recommended retail price: \$14.50



2631200012968

ISSN 0812-0137